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# LABOR BULLETIN

OF THE COMMONWEALTH OF

## MASSACHUSETTS.

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No. 17.

FEBRUARY.

1901.

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For the purpose of disseminating information from time to time respecting the state of employment, and other information relative to industrial conditions, the bureau of statistics of labor is authorized to distribute a bulletin, at such regular intervals as it may deem advisable, to be printed by the state printers.

Prepared and Edited by the Bureau of Statistics of Labor.

HORACE G. WADLIN, *Chief*. CHAS. F. PIDGIN, *First Clerk*. FRANK H. DROWN, *Second Clerk*.

### CONTENTS.

	Page
OCCUPATIONS OF RESIDENTS OF BOSTON: BY DISTRICTS, . . . . .	1-13
East Boston and Charlestown, . . . . .	2
North End and West End, . . . . .	2, 3
Central District, Back Bay, South Cove, and South End, . . . . .	3
Roxbury, South Boston, Dorchester, and West Roxbury, . . . . .	4
Brighton and The City Aggregate, . . . . .	4, 5
Special lines of employment shown by districts of the city, . . . . .	6-11
City government and education, . . . . .	6
Domestic service (private families) and merchants and dealers, . . . . .	6, 7
Salesmen and saleswomen and accountants, bookkeepers, clerks, etc., . . . . .	7, 8
Agents, bankers, brokers, etc. and messengers, porters, etc., . . . . .	8, 9
Carriers on roads and manufactures, . . . . .	9, 10
Building trades and clothing, . . . . .	10, 11
Machinists and metal workers and laborers, . . . . .	11
Religion, law, and medicine, . . . . .	11, 12
UNEMPLOYMENT IN BOSTON BUILDING TRADES, . . . . .	13-15
CONJUGAL CONDITION OF WOMEN EMPLOYED IN RESTAURANTS, . . . . .	16
COMPARATIVE EARNINGS IN FIVE LEADING INDUSTRIES, . . . . .	17-23
Average yearly earnings—1895, 1898, and 1899, . . . . .	17
Basis of averages in each year, . . . . .	17, 18
Percentages of employes receiving specified weekly earnings in 1885, 1895, 1898, and 1899, . . . . .	18-20
Boots and shoes, . . . . .	18
Cotton goods, leather, and machines and machinery, . . . . .	19
Woollen goods, . . . . .	20
Comparisons in the industries, . . . . .	20-22
RESIDENT PUPILS IN PUBLIC AND PRIVATE SCHOOLS IN BOSTON, . . . . .	23, 24
STATISTICAL ABSTRACTS, . . . . .	24-27
Child Labor in Massachusetts—Gainful Occupations in Massachusetts—Legacy Taxes in 1900—Density of Population—Population of the United States—Indian Population—Cotton Ginning—Manufacture of Beet Sugar in the United States—Baltimore & Ohio Relief Department—Bureau of Labor Statistics in Louisiana—Legislative Change in New Jersey Bureau—Compulsory School Age in England—Free Education in England and Wales—Accidents to Employes in Belgium—Trade of Norway—Strikes and Lockouts in Germany—Strikes in Belgium—Strikes in France from 1890 to 1899—Strikes in France during 1899—Strike of Window Glass Makers—Trade Schools of Paris, . . . . .	24-27



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# MASSACHUSETTS LABOR BULLETIN.

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## OCCUPATIONS OF RESIDENTS OF BOSTON: BY DISTRICTS.

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The occupations of the inhabitants of the several districts of the city of Boston are presented in this article, by classes, based upon the returns of the Decennial Census. These figures are in constant requisition by correspondents of the Bureau, and for use in connection with the study of the industrial and social development of the chief city of the Commonwealth, but have never been made the subject of analysis in any report. Although based upon the Decennial Census, it should be borne in mind that no other similar statistics can be obtained for, possibly, eight years, and like all similar data derived from the census they must be considered to represent present conditions until the results of another census are available. Indeed, although the numerical aggregates may be supposed to have been enlarged approximately 10 per cent since the returns were made, the relation of the different groups to one another, as expressed in percentages, has probably not materially changed. The first series of tables relates to the productive population classified under 13 general occupation class titles. The district designations used in these tables, as well as in those which are afterward presented, conform to the local names given to the different sections of the city. Some of these, for example, East Boston and Charlestown, have distinct boundaries; others, for example, Roxbury and Dorchester, were formerly distinctly separated from the city proper but the separating lines have now been disregarded in the division of the city into wards, and only remain as a matter of historical record. Still others, like the Back Bay, North End, West End, South Cove, and Central District, have no distinct boundaries, except as they have been fixed by this Department for record in connection with the census. In a general way, the territory belonging to each of the last-named districts is recognized by persons familiar with the city, but the districts are closely built up and merge into each other without such lines of division as would be universally accepted. It is not necessary to give here the boundaries which have been fixed for them as a basis for census work. It is sufficient to note that these boundaries have been def-



initely recorded by the Department, in order that in the future accurate comparisons may be made relating to the growth and social changes in the various parts of the city.

It may be well to add that the term "productive population" as used in this article means the entire population engaged in remunerative occupations, without regard to whether these occupations are productive in a technical sense, or not. That is, in our present use of the term, no distinction is made between persons employed in domestic service, in trade or transportation, or in the professions, and those engaged in manufactures, agriculture, or other lines to which the term productive is sometimes restricted. It should also be borne in mind that we are dealing with residents of Boston only, and do not include persons employed in Boston who are residents of other places.

No other introduction is needed to explain the tables which are now presented.

### OCCUPATIONS OF RESIDENTS OF BOSTON: BY DISTRICTS.

#### *East Boston and Charlestown.*

CLASSES OF OCCUPATIONS.	EAST BOSTON				CHARLESTOWN			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District
Government, . . . . .	757	69	826	4.70	1,028	30	1,058	5.99
Professional, . . . . .	346	221	567	3.23	263	209	472	2.67
Domestic service (for hire), . . . . .	139	877	1,016	5.78	180	946	1,126	6.38
Personal service, . . . . .	636	305	941	5.35	654	314	968	5.48
Trade, . . . . .	2,636	689	3,325	18.91	2,739	769	3,498	19.81
Transportation, . . . . .	2,144	7	2,151	12.23	3,224	5	3,229	18.29
Agriculture, . . . . .	19	-	19	0.11	49	-	49	0.28
Fisheries, the, . . . . .	127	-	127	0.72	7	-	7	0.04
Manufactures, . . . . .	5,107	1,529	6,636	37.74	3,007	1,551	4,558	25.21
Mining, . . . . .	2	-	2	0.01	4	-	4	0.02
Laborers, . . . . .	1,712	12	1,724	9.80	1,888	4	1,892	10.71
Apprentices, . . . . .	183	11	194	1.10	131	16	147	0.83
Children at work, . . . . .	41	16	57	0.32	31	20	51	0.29
TOTALS, . . . . .	13,849	3,736	17,585	100.00	13,805	3,854	17,659	100.00

#### *North End and West End.*

CLASSES OF OCCUPATIONS.	NORTH END				WEST END			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District
Government, . . . . .	159	5	164	1.44	382	198	580	3.15
Professional, . . . . .	227	21	248	2.18	707	269	976	5.30
Domestic service (for hire), . . . . .	289	626	915	8.06	1,084	2,508	3,592	19.51
Personal service, . . . . .	592	157	749	6.60	843	781	1,624	8.82
Trade, . . . . .	1,981	321	2,302	20.29	3,550	553	4,103	22.23
Transportation, . . . . .	702	-	702	6.19	1,193	9	1,202	6.53
Agriculture, . . . . .	17	-	17	0.15	34	-	34	0.18
Fisheries, the, . . . . .	161	-	161	1.42	8	-	8	0.04

## OCCUPATIONS OF RESIDENTS OF BOSTON: BY DISTRICTS—Continued.

*North End and West End—Concluded.*

CLASSES OF OCCUPATIONS.	NORTH END				WEST END			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District
Manufactures, . . . . .	2,780	1,254	4,034	35.55	3,943	1,443	5,386	29.35
Mining, . . . . .	-	-	-	-	2	-	2	0.01
Laborers, . . . . .	1,994	11	1,905	16.79	810	2	812	4.41
Apprentices, . . . . .	51	6	57	0.50	41	5	46	0.25
Children at work, . . . . .	49	45	94	0.83	36	18	49	0.27
TOTALS, . . . . .	8,902	2,446	11,348	100.00	12,683	5,781	18,414	100.00

*Central District and Back Bay.*

CLASSES OF OCCUPATIONS.	CENTRAL DISTRICT				BACK BAY			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District
Government, . . . . .	111	10	121	0.97	67	11	78	0.76
Professional, . . . . .	321	117	438	3.51	870	510	1,380	13.43
Domestic service (for hire), . . . . .	973	1,635	2,608	20.89	499	4,404	4,873	47.61
Personal service, . . . . .	759	494	1,253	10.03	248	264	512	5.00
Trade, . . . . .	1,896	402	2,298	18.40	1,734	197	1,931	18.86
Transportation, . . . . .	828	9	837	6.70	241	1	242	2.36
Agriculture, . . . . .	14	-	14	0.11	8	-	8	0.08
Fisheries, the . . . . .	10	-	10	0.08	-	-	-	-
Manufactures, . . . . .	3,178	1,089	4,217	33.77	612	573	1,185	11.58
Mining, . . . . .	5	-	5	0.04	1	-	1	0.01
Laborers, . . . . .	581	1	582	4.66	4	-	4	0.04
Apprentices, . . . . .	43	18	56	0.45	18	6	19	0.19
Children at work, . . . . .	25	24	49	0.39	2	1	3	0.03
TOTALS, . . . . .	8,744	3,744	12,488	100.00	4,299	5,967	10,236	100.00

*South Cove and South End.*

CLASSES OF OCCUPATIONS.	SOUTH COVE				SOUTH END			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District
Government, . . . . .	75	2	77	1.65	513	231	744	2.69
Professional, . . . . .	61	40	101	2.17	1,161	800	1,961	7.10
Domestic service (for hire), . . . . .	211	495	706	15.17	1,215	3,569	4,784	17.31
Personal service, . . . . .	251	154	405	8.70	1,066	1,954	3,020	10.93
Trade, . . . . .	668	148	816	17.53	5,245	1,420	6,665	24.12
Transportation, . . . . .	568	13	581	12.48	1,712	12	1,724	6.24
Agriculture, . . . . .	4	-	4	0.09	26	-	26	0.09
Fisheries, the . . . . .	5	-	5	0.11	4	-	4	0.01
Manufactures, . . . . .	1,091	548	1,639	35.22	4,763	2,836	7,599	27.49
Mining, . . . . .	-	-	-	-	2	-	2	0.01
Laborers, . . . . .	284	3	287	6.17	927	-	927	3.35
Apprentices, . . . . .	13	3	16	0.34	118	15	133	0.48
Children at work, . . . . .	8	9	17	0.37	38	16	49	0.18
TOTALS, . . . . .	3,239	1,415	4,654	100.00	16,785	10,853	27,638	100.00

## OCCUPATIONS OF RESIDENTS OF BOSTON: BY DISTRICTS—Continued.

*Roxbury and South Boston.*

CLASSES OF OCCUPATIONS.	ROXBURY				SOUTH BOSTON			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District
Government, . . . . .	1,071	86	1,157	3.04	695	56	751	2.64
Professional, . . . . .	1,144	946	2,090	5.48	405	321	726	2.55
Domestic service (for hire), . .	670	3,106	3,776	9.90	289	1,200	1,489	5.23
Personal service, . . . . .	1,282	1,269	2,551	6.69	978	705	1,683	5.91
Trade, . . . . .	6,098	1,733	8,431	22.11	4,130	1,548	5,678	19.93
Transportation, . . . . .	3,402	19	3,421	8.97	3,661	15	3,676	12.91
Agriculture, . . . . .	132	2	134	0.35	44	3	47	0.16
Fisheries, the . . . . .	10	—	10	0.03	113	—	113	0.40
Manufactures, . . . . .	9,992	3,578	13,570	35.59	7,682	2,966	10,648	37.38
Mining, . . . . .	27	—	27	0.07	2	—	2	0.01
Laborers, . . . . .	2,475	2	2,477	6.50	3,202	4	3,206	11.25
Apprentices, . . . . .	317	48	360	0.95	302	48	350	1.23
Children at work, . . . . .	86	36	122	0.32	71	42	113	0.40
TOTALS, . . . . .	27,806	10,820	38,126	100.00	21,574	6,908	28,482	100.00

*Dorchester and West Roxbury.*

CLASSES OF OCCUPATIONS.	DORCHESTER				WEST ROXBURY			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District
Government, . . . . .	583	50	633	3.36	380	89	469	3.65
Professional, . . . . .	698	369	1,067	5.64	571	319	890	6.98
Domestic service (for hire), . .	236	2,533	2,569	13.64	251	1,398	1,649	12.83
Personal service, . . . . .	477	443	920	4.88	355	325	680	5.29
Trade, . . . . .	4,408	756	5,164	27.42	2,396	486	2,882	22.42
Transportation, . . . . .	1,552	8	1,560	8.28	911	7	918	7.14
Agriculture, . . . . .	182	—	182	0.97	173	3	176	1.37
Fisheries, the . . . . .	2	—	2	0.01	1	—	1	0.01
Manufactures, . . . . .	4,520	1,282	5,802	30.80	3,493	848	4,341	33.77
Mining, . . . . .	9	—	9	0.05	4	—	4	0.03
Laborers, . . . . .	797	—	797	4.23	729	—	729	5.67
Apprentices, . . . . .	107	6	113	0.60	77	8	85	0.66
Children at work, . . . . .	11	12	23	0.12	18	11	29	0.23
TOTALS, . . . . .	18,577	5,259	23,836	100.00	9,359	3,494	12,853	100.00

*Brighton and The City Aggregate.*

CLASSES OF OCCUPATIONS.	BRIGHTON				THE CITY AGGREGATE			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of City
Government, . . . . .	252	6	258	4.08	6,073	843	6,916	3.08
Professional, . . . . .	214	122	336	5.31	6,983	4,284	11,267	5.01
Domestic service (for hire), . .	109	696	805	12.73	6,115	23,793	29,908	13.31
Personal service, . . . . .	147	133	280	4.43	8,238	7,298	15,536	6.94
Trade, . . . . .	1,164	191	1,355	21.43	39,245	9,208	48,453	21.57
Transportation, . . . . .	589	4	593	9.38	20,727	109	20,836	9.27
Agriculture, . . . . .	83	1	84	1.33	785	9	794	0.35

## OCCUPATIONS OF RESIDENTS OF BOSTON: BY DISTRICTS — Concluded.

*Brighton and The City Aggregate — Concluded.*

CLASSES OF OCCUPATIONS.	BRIGHTON				THE CITY AGGREGATE			
	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of District	Males	Fe- males	Both Sexes	Percentage of Total Productive Population of City
Fisheries, the . . . . .	-	-	-	-	448	-	448	0.30
Manufactures, . . . . .	1,427	866	1,793	28.85	52,195	19,813	72,008	82.05
Mining, . . . . .	7	-	7	0.11	65	-	65	0.03
Laborers, . . . . .	749	-	749	11.84	16,062	39	16,091	7.16
Apprentices, . . . . .	46	10	56	0.88	1,442	190	1,632	0.78
Children at work, . . . . .	7	1	8	0.13	418	246	664	0.30
TOTALS, . . . . .	4,794	1,880	6,324	100.00	158,836	65,807	224,643	100.00

Confining our reference entirely to statements based upon the percentages relating to the city aggregate, we may note that of the entire population engaged in remunerative occupations about 32 persons in every 100 are employed in manufactures, including under that head the various mechanical trades and industries involved in production; about 22 in every 100 are found in trade, *i. e.*, mercantile employments; about 13 in every 100 in domestic service; about nine in every 100 in transportation, including street and steam railway employes, common carriers, etc.; about seven in every 100 laborers (unskilled); nearly seven in every 100 engaged in personal service; about five in every 100 in professional employment; and about three in every 100 in government service. The last-named class includes all employes without regard to official ranks who are employed by the Federal, State, or city government. All others remuneratively employed including persons engaged in agriculture, the fisheries, and mining, apprentices, and children at work comprise but 1.61 per cent of the aggregate, or less than two persons in every 100.

The statistics contained in the table show the proportions of the productive population found in each occupation class in each of the districts. We may point out that of the total population of Boston, 45.21 per cent is productive in the sense in which we have defined that term. Of the total productive population of the city, the following percentages were found in the several districts: East Boston, 7.83; Charlestown, 7.86; North End, 5.05; West End, 8.20; Central District, 5.56; Back Bay, 4.56; South Cove, 2.07; South End, 12.30; Roxbury, 16.97; South Boston, 12.68; Dorchester, 8.38; West Roxbury, 5.72; and Brighton, 2.82. The percentages of the productive population found in each district may be compared with the percentages of total population found therein, which are as follows: East Boston, 8.57; Charlestown, 8.11; North End, 5.19; West End, 6.97; Central District, 4.62; Back Bay, 3.70; South Cove, 1.67; South End, 10.12; Roxbury, 18.53; South Boston, 13.67; Dorchester, 9.24; West Roxbury, 6.59; and Brighton, 3.02.



We next present a series of tables which bring out in detail some of the special lines of employment included under the general class heads previously mentioned. For example, persons in the employ of the city government are included in the class "Government;" persons engaged as teachers or other employments relating to education are included under "Professional." Both of these subclasses are separately shown by districts of the city in the table following:

THE CITY AND DISTRICTS.	CITY GOVERNMENT					EDUCATION				
	Males	Fe- males	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City	Males	Fe- males	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City
THE CITY.	3,897	454	4,351	1.94	100.00	506	2,033	2,539	1.13	100.00
East Boston, .	435	58	543	3.09	12.48	23	154	176	1.00	6.93
Charlestown, .	429	8	437	2.47	10.04	15	135	150	0.85	5.91
North End, .	95	4	99	0.87	2.28	26	7	33	0.29	1.30
West End, .	226	47	273	1.48	6.27	39	95	134	0.73	5.28
Central District, .	71	5	76	0.61	1.75	24	28	52	0.42	2.05
Back Bay, . .	38	4	42	0.41	0.97	66	172	238	2.33	9.37
South Cove, .	59	2	61	1.31	1.40	1	19	20	0.43	0.79
South End, .	347	169	516	1.87	11.86	90	308	398	1.44	15.68
Roxbury, . .	808	43	851	2.23	19.56	38	459	547	1.43	21.54
South Boston, .	435	14	499	1.75	11.47	19	206	225	0.79	8.86
Dorchester, .	386	30	416	2.21	9.56	43	219	262	1.39	10.32
West Roxbury, .	299	68	367	2.86	8.43	54	167	221	1.72	8.70
Brighton, . .	169	2	171	2.70	3.93	19	64	83	1.31	3.27

Out of the total population of the city gainfully employed, nearly two persons in every 100 (1.94 per cent) are in the employ of the city government. Of the whole number thus employed, the largest percentage found in any single district appears in Roxbury, namely, 19.56, and the smallest in the Back Bay, 0.97. The location of penal or charitable institutions in any district of course enlarges the percentage of persons residing therein who are in the employ of the city. East Boston, for example, includes the islands in the harbor devoted to such institutions, the percentage for this district being 12.48; and for the same reason, the largest percentage of the productive population engaged in the specified occupation in any single district, namely 3.09, appears in East Boston.

Persons engaged under the head of education, mainly teachers, number slightly more than one in every 100 (1.13 per cent) of the entire number engaged in gainful occupations in the city, the largest percentage of those in this class found in any single district, 21.54, appearing in Roxbury, and the smallest, 0.79, in the South Cove. On the other hand, the largest percentage of total productive population, engaged in the occupation named, in any district, is found in the Back Bay, 2.33, and the smallest in the North End, 0.29.

The persons engaged in domestic service in private families are presented in the next table which also includes merchants and dealers.

THE CITY AND DISTRICTS.	DOMESTIC SERVICE (PRIVATE FAMILIES)					MERCHANTS AND DEALERS				
	Males	Fe- males	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City	Males	Fe- males	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City
THE CITY.	1,477	16,604	18,171	8.09	100.00	10,265	612	10,877	4.84	100.00
East Boston, .	9	630	639	8.63	3.52	680	58	738	4.20	6.79
Charlestown, .	18	709	727	4.12	4.00	654	40	694	3.93	6.38
North End, .	5	148	153	1.35	0.84	1,053	62	1,115	9.83	10.25
West End, .	216	1,261	1,477	8.02	8.13	1,070	33	1,103	5.99	10.14
Central District,	75	358	433	8.47	2.38	564	51	615	4.92	5.65
Back Bay, .	269	8,976	4,245	41.47	23.36	509	8	517	5.05	4.75
South Cove, .	4	66	70	1.50	0.39	199	35	234	5.03	2.15
South End, .	165	1,743	1,908	6.90	10.50	1,089	60	1,149	4.16	10.56
Roxbury, .	248	2,718	2,966	7.78	16.32	1,680	96	1,776	4.66	16.33
South Boston, .	78	857	935	3.28	5.15	914	111	1,025	3.90	9.42
Dorchester, .	139	2,224	2,363	12.55	13.00	1,002	20	1,022	5.43	9.40
West Roxbury, .	171	1,346	1,517	11.80	8.35	542	30	572	4.45	5.26
Brighton, .	80	658	738	11.67	4.06	309	8	317	5.01	2.92

The figures relating to persons engaged in domestic service in private families present some interesting points. Out of the entire number of persons gainfully employed in the city, about eight persons in every 100 (8.09 per cent) are of this class. Nearly one-fourth of the whole number, 23.36 per cent, is found in the Back Bay district. Of the entire population of that district engaged in remunerative employment,\* 41.47 per cent is in domestic service in private families. This percentage is much larger than is found in any other district, the next largest being in Dorchester, wherein 12.55 per cent of the productive population is of this class. On the other hand, in the North End only 1.35 per cent of the productive population is engaged in the branch named, and of the entire number of persons in the city employed in domestic service in private families, only 0.84 per cent is found in the North End.

The persons engaged as merchants and dealers, who number nearly five in every 100 (4.84 per cent) of the total productive population of the city, are very evenly distributed in the different districts in proportion to the productive population thereof. In the North End, 9.83 per cent of the resident population productively engaged is of this class, the percentages, with this exception, not rising above 5.99, found in the West End, nor falling below 3.60, found in South Boston. Of the entire number of merchants and dealers residing in the city, 16.33 per cent reside in Roxbury, and from this extreme the percentages run down to 2.15 in the South Cove and 2.92 in Brighton.

The next table includes salesmen and saleswomen together with accountants, bookkeepers, clerks, etc., belonging to the general class "Trade."

\* It will not be forgotten that this refers to the resident population wherever employed. That is, the statistics relate to persons residing in the districts named but not necessarily employed there.

THE CITY AND DISTRICTS.	SALESMEN AND SALESWOMEN					ACCOUNTANTS, BOOKKEEPERS, CLERKS, ETC.				
	Males	Females	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City	Males	Females	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City
THE CITY.	8,176	3,610	11,786	5.25	100.00	12,607	4,280	16,887	7.50	100.00
East Boston, .	408	267	675	3.84	5.73	1,034	288	1,322	7.52	7.85
Charlestown, .	598	314	912	5.16	7.74	1,017	327	1,344	7.61	7.98
North End, .	261	138	399	3.43	3.80	342	79	421	3.71	2.50
West End, .	636	226	862	4.68	7.31	1,038	249	1,282	6.96	7.62
Central District,	396	149	544	4.36	4.62	518	161	674	5.40	4.00
Back Bay, .	264	102	366	3.58	3.11	404	74	478	4.67	2.84
South Cove, .	103	54	157	3.37	1.83	184	43	227	4.88	1.35
South End, .	1,408	558	1,966	7.11	16.68	1,653	705	2,358	8.53	14.00
Roxbury, .	1,441	714	2,155	5.65	13.28	2,253	832	3,085	8.09	13.32
South Boston, .	1,005	593	1,598	5.61	13.56	1,165	633	1,798	6.31	10.68
Dorchester, .	939	237	1,226	6.51	10.40	1,660	429	2,089	11.09	12.41
West Roxbury, .	502	139	641	4.99	5.44	900	301	1,201	9.34	7.13
Brighton, .	226	69	295	4.66	2.50	449	109	558	3.82	3.32

Persons employed as salesmen and saleswomen constitute about five persons in every 100 (5.25 per cent) of the resident population of the city engaged in productive occupations. The males outnumber the females in the proportion of rather more than two to one, the figures, respectively, being 8,176 and 3,610. In the group of merchants and dealers previously referred to, there were 10,265 males and only 612 females. It is interesting to compare the proportions of males and females in these two subclasses of the general class "Trade" with those obtaining in domestic service in private families in which 16,694 females are engaged and but 1,477 males. Of the whole number of persons employed as salesmen and saleswomen, the residential districts of the South End, Roxbury, South Boston, and Dorchester contain the largest percentages, these four districts together returning 58.92 per cent of the total. Of the resident population productively engaged, 7.11 per cent is of this class in the South End, the opposite extreme being represented by 3.37 per cent and 3.43 per cent found in the South Cove and in the North End, respectively.

Of the accountants, bookkeepers, clerks, etc., who comprise between seven and eight persons in every 100 (7.50 per cent) of the total resident productive population of the city, 18.32 per cent reside in Roxbury, and only 1.35 per cent, 2.50 per cent, and 2.84 per cent in the South Cove, North End, and Back Bay districts, respectively. Of the total resident population engaged in productive occupations, 11.09 per cent is of this class in Dorchester and only 3.71 per cent in the North End, these figures representing the extremes of the scale.

Agents, bankers, brokers, etc., and also messengers, porters, etc., belonging to the general class "Trade," are separately presented in the next table.

THE CITY AND DISTRICTS.	AGENTS, BANKERS, BROKERS, ETC.					MESSENGERS, PORTERS, ETC.				
	Males	Fe- males	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City	Males	Fe- males	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City
THE CITY.	4,617	128	4,745	2.11	100.00	3,580	628	4,208	1.87	100.00
East Boston, .	184	5	189	1.07	3.99	330	71	401	2.28	9.54
Charlestown, .	179	8	187	1.06	3.94	291	70	361	2.04	8.50
North End, .	94	1	95	0.84	2.00	241	41	282	2.49	6.71
West End, .	439	13	452	2.45	9.58	372	32	404	2.19	9.61
Central District,	166	10	176	1.41	3.71	258	31	289	2.31	6.88
Back Bay, .	525	9	534	5.22	11.26	32	4	36	0.35	0.86
South Cove, .	49	2	51	1.10	1.08	138	14	147	3.16	3.50
South End, .	719	35	754	2.73	15.89	376	62	438	1.58	10.42
Roxbury, .	863	19	882	2.31	18.50	461	72	533	1.40	12.68
South Boston, .	230	4	234	1.00	5.98	766	207	973	3.42	23.15
Dorchester, .	638	16	654	3.47	13.76	109	4	173	0.92	4.11
West Roxbury, .	334	4	338	2.63	7.13	118	12	130	1.01	3.09
Brighton, .	147	2	149	2.36	3.14	33	3	36	0.57	0.86

Only about two persons in every 100 (2.11 per cent) of the resident population of the city engaged in remunerative occupations are agents, bankers, brokers, etc., and of these, 18.59 per cent is found in Roxbury; 15.89 per cent in the South End; 13.76 per cent in Dorchester; and 11.26 per cent in the Back Bay. Of the total productive population of the district, 5.22 per cent is found in this class in the Back Bay, and only 0.84 per cent in the North End.

Messengers, porters, etc. number nearly two persons in every 100 (1.87 per cent) of the resident productive population of the city, 23.15 per cent of the whole number being found in South Boston.

Carriers on roads are shown in the next table, which also contains the statistics of persons employed in the general class "Manufactures."

THE CITY AND DISTRICTS.	CARRIERS ON ROADS					MANUFACTURES				
	Males	Fe- males	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City	Males	Fe- males	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City
THE CITY.	14,301	21	14,322	6.38	100.00	52,195	19,813	72,008	32.06	100.00
East Boston, .	1,068	3	1,066	6.06	7.44	5,107	1,529	6,636	37.74	9.21
Charlestown, .	2,084	-	2,084	11.30	14.55	3,607	1,551	5,158	29.21	7.16
North End, .	403	-	403	3.55	2.81	2,780	1,254	4,034	35.55	5.60
West End, .	777	1	778	4.23	5.43	3,943	1,443	5,386	29.25	7.48
Central District,	470	-	470	3.76	3.28	3,178	1,039	4,217	33.77	5.86
Back Bay, .	161	-	161	1.57	1.13	612	573	1,185	11.68	1.65
South Cove, .	333	-	333	7.16	2.33	1,091	548	1,639	35.22	2.28
South End, .	1,234	3	1,237	4.48	8.64	4,763	2,336	7,099	27.49	10.55
Roxbury, .	2,385	3	2,388	7.57	20.16	9,992	3,573	13,570	35.50	18.84
South Boston, .	2,747	4	2,751	9.66	19.21	7,682	2,966	10,648	37.39	14.79
Dorchester, .	1,017	4	1,021	5.42	7.13	4,520	1,282	5,802	30.90	8.06
West Roxbury, .	665	2	667	5.19	4.66	3,493	848	4,341	33.77	6.03
Brighton, .	462	1	463	7.32	3.23	1,427	366	1,793	28.35	2.49



Carriers on roads, a technical term including street railway employés, hack and cab drivers, etc., include between six and seven persons in every 100 (6.38 per cent) of the total productive population of the city. Of the whole number, 20.16 per cent resided in Roxbury; 19.21 per cent in South Boston; and 14.55 per cent in Charlestown. To cite three percentages at the opposite end of the scale, we find 1.13 per cent in the Back Bay; 2.33 per cent in the South Cove; and 2.81 per cent in the North End. Of the entire productive population in Charlestown, 11.80 per cent is of this class; 9.66 per cent in South Boston; 7.57 per cent in Roxbury; 7.32 per cent in Brighton; 6.06 per cent in East Boston; and 5.42 per cent in Dorchester, representing in each case, no doubt, a considerable number of street railway employés.

Of the entire productive population of the city, about 32 persons in every 100 (32.05 per cent) are engaged in manufactures, the percentages of productive population thus employed being quite uniform in the different districts, ranging from 27.49 per cent in the South End to 37.74 per cent in East Boston, the Back Bay, however, furnishing a marked exception to the others, the percentage therein being but 11.58. There are two industries included in this general class which are of primary importance in the city, namely, building and the manufacture of clothing. Both appear in the next table.

THE CITY AND DISTRICTS.	BUILDING TRADES					CLOTHING				
	Males	Fe-males	Both Sexes	Percentage of Total Productive Population of District	Percentage of Total Number engaged in Specified Occupation in City	Males	Fe-males	Both Sexes	Percentage of Total Productive Population of District	Percentage of Total Number engaged in Specified Occupation in City
THE CITY.	16,072	8	16,075	7.16	100.00	4,389	12,310	16,699	7.41	100.00
East Boston, .	1,456	1	1,457	8.29	9.06	204	906	1,109	6.81	6.66
Charlestown, .	1,048	-	1,048	5.98	6.52	113	720	833	4.72	5.00
North End, .	801	-	801	7.06	4.98	590	728	1,318	11.61	7.92
West End, .	920	2	922	5.01	5.73	784	1,080	1,814	9.85	10.89
Central District,	878	-	878	7.08	5.46	702	776	1,477	11.83	8.87
Back Bay, .	135	-	135	1.32	0.84	56	526	582	5.00	3.50
South Cove, .	300	-	300	6.46	1.87	187	338	476	10.21	2.85
South End, .	1,570	-	1,570	5.68	9.77	377	2,288	2,660	9.62	15.98
Roxbury, .	3,468	-	3,468	9.08	21.54	458	1,935	2,393	6.28	14.37
South Boston, .	1,864	-	1,864	6.54	11.60	489	1,512	2,001	7.03	12.02
Dorchester, .	1,887	-	1,887	9.75	11.43	219	826	1,045	5.56	6.28
West Roxbury, .	1,247	-	1,247	9.70	7.76	181	540	721	5.61	4.33
Brighton, .	553	-	553	8.74	3.44	29	192	221	3.49	1.33

In the building trades are found about seven persons in every 100 (7.16 per cent) of the resident productive population of the city. Of the productive population of Dorchester, 9.75 per cent is thus engaged, the percentages gradually descending, by quite uniform gradations to 5.01 in the West End district. Considerably below this is the percentage 1.32 found in the Back Bay.

In the clothing industry, also, are found about seven persons in every

100 (7.41 per cent) of the resident productive population, the percentages of the total productive population thus engaged in the North End, Central and South Cove districts, outranking all others, being respectively, 11.61, 11.83, and 10.21. These large percentages no doubt include considerable numbers of workers on ready-made clothing. In the Back Bay district we find 5.69 per cent of the productive population engaged in this industry, including, of course, dressmakers and employes in high-class tailoring establishments.

Machinists and metal workers, also included in Manufactures, and laborers, the last being confined to unskilled workers, are shown in the final table of this series, which follows:

THE CITY AND DISTRICTS.	MACHINISTS AND METAL WORKERS					LABORERS				
	Males	Females	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City	Males	Females	Both Sexes	Percentage of Total Productive Pop- ulation of District	Percentage of Total Number en- gaged in Specified Occupation in City
THE CITY.	8,022	202	8,224	3.66	100.00	16,062	39	16,091	7.16	100.00
East Boston, .	1,106	23	1,128	6.41	13.72	1,712	12	1,724	9.80	10.71
Charlestown, .	663	15	668	3.78	8.12	1,838	4	1,892	10.71	11.76
North End, .	238	11	249	2.19	3.03	1,894	11	1,905	16.79	11.84
West End, .	520	13	533	2.89	6.48	810	2	812	4.41	5.06
Central District,	319	2	321	2.57	3.90	581	1	582	4.66	3.02
Back Bay, . .	54	-	54	0.53	0.66	4	-	4	0.04	0.03
South Cove, .	161	3	164	3.31	1.87	284	3	287	6.17	1.73
South End, .	570	7	577	2.09	7.02	927	-	927	3.35	5.76
Roxbury, . .	1,270	15	1,285	3.37	15.62	2,475	2	2,477	6.50	15.39
South Boston, .	1,797	19	1,816	6.38	22.08	3,202	4	3,206	11.26	19.92
Dorchester, .	671	30	700	4.03	9.24	797	-	797	4.23	4.95
West Roxbury, .	528	5	533	4.15	6.43	729	-	729	5.67	4.53
Brighton, . .	146	-	146	2.31	1.73	749	-	749	11.84	4.66

Machinists and metal workers number nearly four persons in every 100 (3.66 per cent) of the total resident productive population of the city. Only 0.53 per cent of the productive population in the Back Bay is in this branch. On the other hand, we find 6.41 per cent in East Boston and 6.38 per cent in South Boston, including the employes of the largest metal-working establishments in the city which are located in these districts.

Unskilled laborers number about seven in every 100 (7.16 per cent) of the resident productive population. In the North End district, 16.79 per cent of the total productive population is of this class; 11.84 per cent in Brighton; 11.26 per cent in South Boston; and 10.71 per cent in Charlestown. Contrasting percentages are 0.04 in the Back Bay; 3.35 in the South End; 4.23 in Dorchester; 4.41 in the West End; and 4.66 in the Central District.

In the general class "Professional," shown in the aggregate in the tables, pages 2 to 5, there are subclasses including, respectively, persons employed in the administration of religion, law, and medicine.

The persons thus grouped are not all of the strictly professional class, although largely so. Under religion are included clergymen, who compose the majority of those classified under this designation, and all others who are remuneratively employed or who gain a livelihood in pursuits connected with or centred in the observances or institutions of religion, for example, sextons, missionaries, members of religious orders, secretaries of religious bodies, etc. Lawyers preponderate in the subclass law, but clerks and officers of courts, justices of various grades, conveyancers, notaries, etc., are also included. The subclass medicine includes, besides physicians and surgeons, chiropodists, clairvoyant medical practitioners, dentists, manicures, and midwives. As thus explained, we may say that of the resident population of the different districts there was one person engaged in religion to every 789 in East Boston; 896 in Charlestown; 758 in the North End; 428 in the West End; 675 in the Central District; 184 in the Back Bay; 925 in the South Cove; 294 in the South End; 266 in Roxbury; 755 in South Boston; 528 in Dorchester; 404 in West Roxbury; and 234 in Brighton.

In law, there was one person to every 1,775 in East Boston; 1,439 in Charlestown; 5,156 in the North End; 318 in the West End; 1,275 in the Central District; 92 in the Back Bay; 419 in the South End; 598 in Roxbury; 2,342 in South Boston; 499 in Dorchester; 512 in West Roxbury; and 517 in Brighton. No persons engaged in this class were found residing in the so-called South Cove district.

In medicine, the proportion of persons employed to population was one to every 774 in East Boston; 584 in Charlestown; 806 in the North End; 240 in the West End; 223 in the Central District; 49 in the Back Bay; 640 in the South Cove; 126 in the South End; 406 in Roxbury; 755 in South Boston; 361 in Dorchester; 280 in West Roxbury; and 469 in Brighton.

It is not to be supposed that the number of persons residing in different districts and engaged in medicine is an indication of the sanitary condition of these sections. The figures simply show the concentration of persons engaged in the specified branch in certain districts as compared with others. In the Back Bay, especially, it will be noticed that there is one resident person engaged in medicine to every 49 persons in the population, a ratio approached nowhere else in the city. In law, in the same district, there is one resident person to every 92 persons in the population; sharply contrasting with the North End in which there appears but one resident person engaged in law to every 5,156 persons in the population.

It is not possible within the limits of our space to point out the various applications of the figures contained in this article. No student of the social problems that centre in and grow out of the industrial development of the city will fail to recognize their importance. It is not merely of curious interest to note that in a single district of the city, restricted

in area, composed largely of tenements, filled with comparatively recent accessions to our population through immigration, 16.79 per cent of the persons engaged in remunerative employment are unskilled laborers and 11.61 per cent workers in the clothing industry; while in another district, 41.47 per cent are in domestic service in private families, 13.48 per cent professional, and 5.22 per cent are agents, bankers, brokers, etc. These figures, selected at random, represent different social classes, and the tendency to the separation of classes, not alone in their employment but in the different sections of the city, with the diversity of interests and differences of opinion and social sentiment that mark this separation, greatly complicates every question that concerns the growth and prosperity of the city. At bottom these are all social questions. No one can successfully solve them who fails to take into account the changed and constantly changing social status of the population, and the social status of the population is quite accurately reflected in the statistics of occupations. Nor are they of merely present interest. They afford a basis for future comparisons, and it is by such comparisons that social progress or deterioration is measured.

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## UNEMPLOYMENT IN BOSTON BUILDING TRADES.

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Especial interest has recently been taken in plans for providing work for unemployed persons in the building trades, and the Bureau has been called upon to supply data as to the amount of unemployment affecting this class of workmen in Boston. The results of an inquiry upon this point covering an entire year, and including the entire number of persons engaged in the building industry, are presented in the following table. The year in question was one of rather less than ordinary activity, and the amount of unemployment shown may be taken to fairly represent average conditions. In years of extreme depression the number of months employed would no doubt be less than herein shown.

In the census returns of 1895 the entire number connected with the building industry in Boston was 16,075. Although a less number is included in this table, the difference includes employing builders, contractors, etc. The table covers practically the entire number of wage earners in the industry in this city, including 14,023 employes, for each of whom replies were received to the question as to the number of months of employment at the usual occupation during the year covered by the inquiry. The average number of months employed, when this number of persons is considered in the aggregate, was 10.23. Out of the whole number, 101 were employed one month only; 124, two months; 134, three months; 235, four months; 279, five months; 646, six months;



	BRANCHES OF OCCUPATIONS.	NUMBER OF PERSONS EMPLOYED AT THEIR REGULAR OCCUPATIONS DURING SPECIFIED NUMBER OF MONTHS OF CENSUS YEAR				
		1	2	3	4	5
1	Bridge builders' employés, . . . . .	-	-	1	1	2
2	Building movers, . . . . .	1	1	1	-	2
3	Carpenters, . . . . .	38	38	40	84	78
4	Carpenters' helpers, . . . . .	-	-	1	-	-
5	Derrick riggers and tenders, . . . . .	-	-	-	-	-
6	Door, sash, and blind makers, n. s., . . . . .	-	-	-	1	-
7	Dredging machine employés, . . . . .	-	-	-	-	-
8	Engineers, . . . . .	-	-	-	-	-
9	Floor layers, . . . . .	1	-	-	1	-
10	Foremen (carpenters), . . . . .	-	-	-	-	-
11	Foremen, n. s., . . . . .	-	-	-	-	-
12	Gasfitters, . . . . .	2	1	3	2	1
13	Glaziers, . . . . .	-	1	1	2	1
14	Interior decorators, . . . . .	1	5	2	5	3
15	Lathers, . . . . .	1	5	2	3	5
16	Masons (brick), . . . . .	7	8	10	21	27
17	Masons (brick and stone), . . . . .	1	-	-	1	2
18	Masons' helpers, . . . . .	7	4	8	10	28
19	Masons (stone), . . . . .	1	2	9	7	10
20	Masons, n. s., . . . . .	-	-	-	1	2
21	Painters (house), . . . . .	13	16	16	35	46
22	Painters (sign), . . . . .	-	-	-	4	-
23	Painters, n. s., . . . . .	5	11	5	7	9
24	Paper hangers, . . . . .	1	2	3	5	12
25	Pile drivers, . . . . .	1	1	-	1	-
26	Plasterers, . . . . .	4	5	8	4	8
27	Plumbers, . . . . .	9	17	13	18	22
28	Roofers, . . . . .	1	1	2	6	10
29	Stair builders, . . . . .	-	1	1	2	2
30	Steamfitters, . . . . .	3	1	4	11	5
31	Street and road builders, . . . . .	1	-	-	-	-
32	Stucco workers, . . . . .	1	2	2	2	2
33	Whitewashers, . . . . .	-	1	1	1	2
34	All others engaged in building trades, . . . . .	2	1	1	-	-
35	TOTALS, . . . . .	101	124	134	235	279

842, seven months; 1,240, eight months; 1,026, nine months; 548 for 10 months; 189 for 11 months; and 8,659 for the entire 12 months. Although, as shown by the table and the figures we have cited, 5,364 persons were not employed for the full year, nevertheless, the average number of months lost in the industry, which of course is affected more or less by weather conditions, was but 1.77 months.

The amount of unemployment differs considerably in the different branches of the industry. The carpenters, including 4,862 persons, show an average of 10.37 months employed, 3,086 working during the entire 12 months. The brick masons, however, numbering 1,024, show but 9.48 months' average employment, only 461 being employed for the full 12 months. The house painters, 1,787 in number, return but 9.84 months' average employment, although 973 were employed for the full 12 months. The branches which show an average of less than 10

NUMBER OF PERSONS EMPLOYED AT THEIR REGULAR OCCUPATIONS DURING SPECIFIED NUMBER OF MONTHS OF CENSUS YEAR							Total Number of Persons Employed in Specified Branches of the Building Trades	Average Number of Months Employed	
6	7	8	9	10	11	12			
3	3	5	7	4	2	54	82	10.00	1
2	1	3	1	2	-	24	38	9.89	2
198	252	361	377	225	90	3,086	4,862	10.37	3
2	1	1	-	2	-	8	10	8.00	4
2	-	1	-	-	-	15	18	11.11	5
2	2	-	-	1	1	50	57	11.42	6
-	-	1	-	1	-	10	12	11.50	7
1	-	-	-	-	-	12	13	11.54	8
3	5	2	1	2	-	45	60	10.72	9
1	-	1	-	1	-	22	25	11.52	10
1	1	1	3	-	-	55	61	11.61	11
7	3	7	4	8	3	172	213	11.07	12
1	3	3	-	-	1	33	96	11.21	13
7	14	25	16	10	2	250	340	10.76	14
8	12	23	14	6	-	69	148	9.35	15
76	100	152	104	45	13	451	1,024	9.48	16
2	7	6	3	1	-	34	62	9.90	17
58	68	110	98	31	10	282	714	9.26	18
26	50	64	43	19	2	237	520	9.94	19
4	8	8	8	3	1	64	99	10.49	20
112	152	202	149	58	15	973	1,787	9.84	21
2	3	3	2	2	1	107	124	11.34	22
22	16	35	33	20	3	266	432	10.09	23
13	24	28	24	16	2	183	313	10.09	24
1	-	4	5	1	-	10	24	9.17	25
25	37	54	35	17	10	244	451	9.88	26
33	40	54	37	36	20	1,063	1,361	10.90	27
13	16	37	22	13	3	171	295	10.11	28
4	1	5	2	3	1	108	125	11.11	29
10	11	25	20	16	5	233	344	10.51	30
-	2	2	4	-	-	21	30	10.63	31
5	-	4	4	4	1	37	114	10.72	32
8	6	7	2	1	2	35	66	9.62	33
-	4	6	3	-	1	35	103	11.08	34
646	842	1,240	1,026	548	189	8,659	14,023	10.23	35

months' employment, or those in which the average time unemployed was more than two months, are building movers, carpenters' helpers, lathers, brick and stone masons, masons' helpers, house painters, pile drivers, plasterers, and whitewashers. The branches which show less than one month's unemployment, on the average, are in general those which are mainly confined to indoor work, such as gasfitters, glaziers, and stair builders, or which include persons having supervisory functions, for example, foremen.

It is possible that returns from smaller cities or from country towns would show a larger amount of unemployment than appears in this table. The tendency of modern methods of building, shown more particularly in the larger cities, is to overcome difficulties or stoppages due to seasonal conditions, and thus continue operations regardless of the weather, prolonging, to a certain extent, employment throughout the year.

## CONJUGAL CONDITION OF WOMEN EMPLOYED IN RESTAURANTS.

The point is often raised that the employment of married women in restaurants interferes with that of single women who are obliged to rely on their own efforts for support. How far such a statement is true may be judged from the following table which relates to the city of Boston and which shows, by age periods, the total number of women employed as cashiers, clerks, or waitresses in restaurants, by conjugal condition.

OCCUPATIONS AND CONJUGAL CONDITION.	AGE PERIODS					Percentage of each Condition to Total in Occupation
	Under 20	20 to 29	30 to 39	40 and Over	Total	
<b>CASHIERS IN RESTAURANTS.</b>	12	68	29	12	121	100.00
Single, . . . . .	12	56	16	8	87	71.90
Married, . . . . .	-	9	9	6	24	19.84
Widowed, . . . . .	-	3	4	3	10	8.26
<b>CLERKS IN RESTAURANTS.</b>	4	11	5	1	21	100.00
Single, . . . . .	4	10	5	1	20	95.24
Widowed, . . . . .	-	1	-	-	1	4.76
<b>WAITRESSES IN RESTAURANTS.</b>	157	692	155	46	1,050	100.00
Single, . . . . .	155	548	78	15	796	75.81
Married, . . . . .	2	116	51	17	186	17.71
Widowed, . . . . .	-	26	24	14	64	6.10
Divorced, . . . . .	-	2	2	-	4	0.38

In all, 1,192 women employés are included in the foregoing table, and of these, 982 are either single, widowed, or divorced, constituting 82.38 per cent of the whole number. Of the cashiers, 71.90 per cent are single, and 8.26 per cent widowed, only 19.84 per cent being married. The women clerks number but 21, of whom 20 are single and one is widowed. Of the waitresses, the most numerous class, 75.81 per cent is single; 6.10 per cent widowed; 0.38 per cent divorced; and but 17.71 per cent married.

As to ages, of the whole number employed, 1,192, there are 173 under 20 years; 771 from 20 to 29; 189 from 30 to 39; and only 59 who are 40 years of age or older.

## COMPARATIVE EARNINGS IN FIVE LEADING INDUSTRIES.

There are five important industries in Massachusetts in which are found about 45 per cent of the aggregate average number of persons employed in all manufacturing industries. The average earnings in these industries, taken at three different dates, appear in the following table :

*Average Yearly Earnings.*

CLASSIFICATION OF INDUSTRIES.	1895	1898	1899	Increase (+), or Decrease (-), in 1899 as Compared with 1895
Boots and shoes, . . . . .	\$472.62	\$460.10	\$469.04	—\$3.58
Cotton goods, . . . . .	330.24	322.99	331.92	+1.06
Leather, . . . . .	482.80	465.22	470.42	—12.38
Machines and machinery, . . . . .	538.23	550.54	554.27	+16.04
Woollen goods, . . . . .	368.14	370.73	374.92	+6.78

Comparing these averages, it will be seen that whereas the average amount earned in Boots and Shoes in 1895 was \$472.62, it dropped to \$460.10 in 1898, rising again to \$469.04 in 1899.

In Cotton Goods, the average in 1895 being \$330.24, dropped to \$322.99 in 1898, and rose to \$331.92 in 1899, a point slightly higher than was reached in 1895.

In Leather, the average in 1895 was \$482.80, dropping to \$465.22 in 1898, and recovering to \$470.42 in 1899.

In Machines and Machinery, the average in 1895 was \$538.23, rising to \$550.54 in 1898, and to \$554.27 in 1899.

In Woollen Goods, the average in 1895 was \$368.14, rising to \$370.73 in 1898, and to \$374.92 in 1899.

These averages are obtained in each year by dividing the total amount earned in wages by the figure representing the average number of persons employed, without regard to sex or age. Inasmuch as they are obtained on the same basis in each year, they may be fairly compared, but all averages of this kind are subject to important limitations. They cannot be considered as indicative of the rate of wages. The apparent increase or decrease from year to year in such averages, while to a certain extent indicative, can have but limited significance unless many varying elements affecting the industries are taken into account.

As we have frequently pointed out in the reports of this Department, the fact that the average number of persons employed is taken as the divisor and the total amount paid in wages as the dividend, in obtain-



ing average yearly earnings, implies that an uncertain figure having uncertain statistical value when considered apart from other elements will be the result of the division, since males and females, young persons and adults, day hands and piece hands, are indiscriminately included in obtaining the average. The duration of employment, the method of payment (whether on the day or piece basis), changes in methods from one year to another, the employment of a larger number of females and young persons in one year as compared with another are all factors affecting the average. When one industry is compared with another, the question of skill is an important item in the comparison, and to differences of skill is undoubtedly due some of the fluctuations which may be observed in the different industries.

The actual wage status prevailing in the different industries may be much more clearly shown by a comparison of the percentages of employes receiving specified weekly earnings from year to year, and we propose briefly to present such a comparison respecting the five industries included in the preceding tables. For that purpose we introduce a series of tables showing the percentages of all employes and of male employes separately, in 10 different wage classes, at four different periods.

The years selected for comparison are 1885, 1895, 1898, and 1899. In 1885 and 1895, a census of the industries of the State was taken and the figures used in the tables were derived therefrom. The comparative figures for 1898 and 1899 are from the Annual Statistics of Manufactures, comprising returns from identical establishments in the different industries made to the Department in each of the years named.

The wage classes are: Those receiving under \$5 weekly, those receiving \$5 but under \$6, \$6 but under \$7, \$7 but under \$8, \$8 but under \$9, \$9 but under \$10, \$10 but under \$12, \$12 but under \$15, \$15 but under \$20, and \$20 and over. The series of tables follows:

*Boots and Shoes.*

CLASSIFICATION OF WEEKLY EARNINGS.	PERCENTAGES OF EMPLOYEES RECEIVING SPECIFIED EARNINGS IN—							
	1885		1895		1898		1899	
	All Employés	Males only	All Employés	Males only	All Employés	Males only	All Employés	Males only
Under \$5, . . . . .	6.53	3.87	9.91	6.04	12.29	7.67	11.67	7.19
\$5 but under \$6, . . . .	4.66	2.37	6.53	3.89	7.00	4.91	6.67	4.69
\$6 but under \$7, . . . .	6.93	3.67	7.64	5.42	7.97	5.68	7.79	5.40
\$7 but under \$8, . . . .	7.70	5.22	8.17	6.64	8.60	6.97	8.26	6.67
\$8 but under \$9, . . . .	8.49	5.45	7.62	6.66	8.29	7.38	8.06	7.09
\$9 but under \$10, . . . .	10.20	9.25	10.08	9.96	9.69	9.52	10.53	10.36
\$10 but under \$12, . . . .	13.82	14.61	14.11	15.04	14.63	16.21	14.43	15.81
\$12 but under \$15, . . . .	21.53	27.80	17.78	21.79	16.40	20.43	16.93	20.87
\$15 but under \$20, . . . .	16.67	22.81	13.65	18.48	11.31	15.70	11.80	16.27
\$20 and over, . . . . .	3.47	4.75	4.31	6.14	3.82	5.53	3.87	5.56
TOTALS, . . . . .	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

## COMPARATIVE EARNINGS.

19

*Cotton Goods.*

CLASSIFICATION OF WEEKLY EARNINGS.	PERCENTAGES OF EMPLOYÉS RECEIVING SPECIFIED EARNINGS IN —							
	1885		1895		1898		1899	
	All Employés	Males only	All Employés	Males only	All Employés	Males only	All Employés	Males only
Under \$5, . . . . .	40.06	28.61	23.44	18.64	26.73	20.71	22.84	16.99
\$5 but under \$6, . . . . .	19.61	14.47	16.30	11.80	17.76	13.60	15.83	11.48
\$6 but under \$7, . . . . .	14.81	13.43	18.06	16.64	18.02	16.97	18.07	16.12
\$7 but under \$8, . . . . .	10.14	13.20	14.02	12.71	14.13	13.67	14.07	13.08
\$8 but under \$9, . . . . .	5.05	8.83	11.17	11.83	9.54	11.05	10.74	11.78
\$9 but under \$10, . . . . .	3.92	7.91	6.23	8.51	4.94	7.65	7.17	10.67
\$10 but under \$12, . . . . .	2.94	6.19	5.91	10.35	4.74	8.46	5.76	9.74
\$12 but under \$15, . . . . .	1.62	3.49	2.83	5.49	2.45	4.71	3.36	6.14
\$15 but under \$20, . . . . .	1.25	2.62	1.29	2.55	1.00	1.94	1.41	2.61
\$20 and over, . . . . .	0.60	1.25	0.75	1.48	0.69	1.34	0.75	1.39
TOTALS, . . . . .	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

*Leather.*

CLASSIFICATION OF WEEKLY EARNINGS.	PERCENTAGES OF EMPLOYÉS RECEIVING SPECIFIED EARNINGS IN —							
	1885		1895		1898		1899	
	All Employés	Males only	All Employés	Males only	All Employés	Males only	All Employés	Males only
Under \$5, . . . . .	1.78	1.59	2.76	2.09	3.62	2.88	3.47	2.77
\$5 but under \$6, . . . . .	2.25	1.93	2.47	2.00	3.84	3.40	4.03	3.59
\$6 but under \$7, . . . . .	3.80	3.76	5.53	4.93	6.80	6.17	7.54	6.38
\$7 but under \$8, . . . . .	6.96	6.86	7.62	7.35	9.47	9.29	11.02	10.85
\$8 but under \$9, . . . . .	11.63	11.60	11.45	11.26	12.21	12.40	9.93	10.08
\$9 but under \$10, . . . . .	20.68	20.85	23.28	23.85	22.87	23.51	22.44	23.02
\$10 but under \$12, . . . . .	24.81	25.09	26.34	27.25	20.73	21.22	21.18	21.73
\$12 but under \$15, . . . . .	16.04	16.11	12.66	13.11	13.18	13.60	12.53	12.94
\$15 but under \$20, . . . . .	10.27	10.41	6.51	6.73	5.94	6.15	6.57	6.80
\$20 and over, . . . . .	1.78	1.80	1.38	1.43	1.34	1.38	1.29	1.34
TOTALS, . . . . .	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

*Machines and Machinery.*

CLASSIFICATION OF WEEKLY EARNINGS.	PERCENTAGES OF EMPLOYÉS RECEIVING SPECIFIED EARNINGS IN —							
	1885		1895		1898		1899	
	All Employés	Males only	All Employés	Males only	All Employés	Males only	All Employés	Males only
Under \$5, . . . . .	5.26	4.85	4.77	4.55	5.77	5.42	5.85	5.52
\$5 but under \$6, . . . . .	4.52	4.41	4.51	4.17	5.04	4.92	3.55	3.45
\$6 but under \$7, . . . . .	5.14	4.99	6.24	5.79	5.30	5.02	4.93	4.66
\$7 but under \$8, . . . . .	7.75	7.69	9.28	9.27	7.32	7.17	8.00	7.88
\$8 but under \$9, . . . . .	7.78	7.78	8.99	9.01	6.80	6.76	7.89	7.85
\$9 but under \$10, . . . . .	12.99	13.08	12.14	12.24	12.44	12.52	13.63	13.70
\$10 but under \$12, . . . . .	14.69	14.84	14.62	14.83	14.13	14.33	14.51	14.70
\$12 but under \$15, . . . . .	23.06	23.34	21.10	21.46	22.82	23.18	20.82	21.13
\$15 but under \$20, . . . . .	14.30	14.46	14.65	14.91	17.23	17.48	17.55	17.80
\$20 and over, . . . . .	4.51	4.56	3.70	3.77	3.15	3.20	3.27	3.31
TOTALS, . . . . .	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

*Woollen Goods.*

CLASSIFICATION OF WEEKLY EARNINGS.	PERCENTAGES OF EMPLOYÉS RECEIVING SPECIFIED EARNINGS IN —							
	1885		1895		1898		1899	
	All Employés	Males only	All Employés	Males only	All Employés	Males only	All Employés	Males only
Under \$5, . . . . .	22.01	13.98	17.84	10.75	15.06	9.34	14.23	8.81
\$5 but under \$6, . . . .	8.94	7.74	10.92	8.03	11.61	8.00	10.67	7.26
\$6 but under \$7, . . . .	18.45	17.07	16.62	16.57	16.58	15.09	15.61	14.01
\$7 but under \$8, . . . .	17.94	18.38	16.09	16.81	17.08	17.48	17.20	17.30
\$8 but under \$9, . . . .	10.92	11.41	11.82	12.83	11.49	11.90	13.31	13.59
\$9 but under \$10, . . . .	7.30	9.85	10.19	12.52	10.61	13.12	10.06	12.30
\$10 but under \$12, . . . .	6.94	10.34	8.35	11.20	9.07	12.31	9.92	13.35
\$12 but under \$15, . . . .	8.78	5.79	4.55	6.61	5.29	7.76	5.00	8.14
\$15 but under \$20, . . . .	2.08	3.24	1.99	3.09	2.23	3.46	2.27	3.48
\$20 and over, . . . . .	1.64	2.20	1.08	1.59	0.99	1.54	1.13	1.76
TOTALS, . . . . .	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Referring to the boot and shoe industry as presented in the first of the preceding tables, it will be noticed that the most numerous wage class, so far as indicated by the percentages, in the year first selected for comparison, namely, 1885, included employés receiving \$12 but under \$15 weekly. In this class we find, in that year, 21.53 per cent of all the employés. Although this remains the most numerous class in 1895, 1898, and 1899, the percentage of employés found within it drops to 17.78, 16.40, and 16.93 in each of these years, respectively. If male employés only are considered, the most numerous wage class in each of the years mentioned is still found to be that wherein employés receive \$12 but under \$15. Although 27.80 per cent of all the male employés were found in this class in 1885, only 21.79, 20.43, and 20.87 per cent were found therein in the years 1895, 1898, and 1899, respectively.

As to Cotton Goods, the most numerous wage class in 1885 included those persons earning less than \$5 per week, 40.06 per cent of the employés being found therein. In each of the other years this remains the most numerous wage class, but the percentage of employés contained in it drops to 23.44 in 1895, 26.73 in 1898, and 22.84 in 1899. If males only are considered in this industry, those receiving under \$5 per week were most numerous in each of the years compared, the percentages running from 28.61 in 1885, to 18.64 in 1895, 20.71 in 1898, and 16.99 in 1899.

In Leather, the most numerous wage class in 1885 and 1895, whether all employés or males only are considered, was that including the employés who earned \$10 but under \$12 weekly. In 1885, 24.81 per cent of all the employés were in this class, and 25.09 per cent of the males. In 1895, the percentage of all employés in this class rose to 26.34 per cent, the percentage of males rising to 27.25. In 1898 and 1899, the most numerous wage class, considering all employés and males only, included those earning \$9 but under \$10 weekly. In this class, the percentage of all em-

ployés was 22.87 in 1898 and dropped slightly to 22.44 in 1899, while the percentage of males dropped from 23.51 in 1898 to 23.02 in 1899.

In Machines and Machinery, the most numerous wage class in each of the years contained employés earning \$12 but under \$15 weekly; 23.06 per cent of all employés being in this class in 1885; 21.10 per cent in 1895; 22.82 per cent in 1898; and 20.82 per cent in 1899. As to males only, 23.34 per cent was in this class in 1885; 21.46 per cent in 1895; 23.18 per cent in 1898; and 21.13 per cent in 1899.

In the woollen industry, the most numerous wage class in 1885 included employés earning less than \$5 per week, 22.01 per cent being found therein, dropping to 17.84 per cent in 1895. In 1898, the percentage of employés in this class dropped to 15.05, and the most numerous wage class in that year included employés earning \$7 but under \$8 weekly, in which 17.08 per cent of all employés were found. The same conditions obtained in 1899, the percentage varying very slightly, becoming 17.20 in that year. When the comparison is confined to male employés only, the most numerous wage class in 1885 included employés earning \$7 but under \$8 weekly, in which 18.38 per cent of all the male employés were found. The largest number of males is also found in this class in 1895, 1898, and 1899, the percentages being, respectively, 16.81, 17.48, and 17.30.

The difference between the different industries may be more clearly seen perhaps, when certain wage classes are grouped. If this is done, we shall find in Boots and Shoes in 1885, 44.51 per cent of all the employés earning less than \$10 per week; in 1895, 50.15 per cent; in 1898, 53.84 per cent; and in 1899, 52.97 per cent. On the other hand, in 1885, 41.67 per cent of all the employés in this industry earned \$12 or more than \$12 per week; 35.74 per cent in 1895; 31.53 per cent in 1898; and 32.60 per cent in 1899. This would indicate a lowering of the wage level as represented by earnings between 1885 and 1899.

In Cotton Goods, 93.59 per cent of the employés received earnings below \$10 in 1885; 89.22 per cent in 1895; 91.12 per cent in 1898; and 88.72 per cent in 1899. Employés in this industry who earned \$12 or more than \$12 weekly constituted 3.47 per cent of all the employés in 1885; 4.87 per cent in 1895; 4.14 per cent in 1898; and 5.52 per cent in 1899. Apparently, the wage standard has been raised in the industry since 1885. When this industry is compared with Boots and Shoes, and some of the other industries, we note that a very much larger proportion of its employés received earnings below the ten-dollar level. This difference is due principally to the differences in skill and in the mechanical processes employed in the industries.

In the leather industry, 47.10 per cent of all the employés earned less than \$10 weekly in 1885, the percentage rising to 53.11 in 1895, 58.81 in 1898, and 58.43 in 1899. In this industry, 28.09 per cent of all the employés earned \$12 dollars or more than \$12 per week in 1885; but

only 20.55 per cent in 1895; 20.46 per cent in 1898; and 20.39 per cent in 1899.

In Machines and Machinery, 43.44 per cent of all the employés earned less than \$10 per week in 1885; 45.93 per cent in 1895; 42.67 per cent in 1898; and 43.85 per cent in 1899. The employés who earned \$12 or more than \$12 per week constituted 41.87 per cent in 1885; 39.45 per cent in 1895; 43.20 per cent in 1898; and 41.64 per cent in 1899.

In Woollen Goods, 85.56 per cent of all the employés earned less than \$10 per week in 1885; 84.08 per cent in 1895; 82.42 per cent in 1898; and 81.08 per cent in 1899. In this industry, while 7.50 per cent of all the employés earned \$12 or more than \$12 per week in 1885, and 7.57 per cent in 1895, we note an increase to 8.51 per cent in 1898 and nine per cent in 1899.

These comparisons have nothing to do with the *rate* of wages, that is, with the prices paid for piece work in different branches, or with the rate paid per day for time work. They are based solely upon the earnings of the employés in each of the years named, and no matter what may have taken place in the different industries with respect to changes in rates, the comparisons show that, assuming \$10 as the medium amount of weekly earnings, a larger proportion of the employés in the boot and shoe industry is below this medium in 1899 than in 1885; a smaller proportion in the cotton goods industry; a larger proportion in the leather industry; substantially the same proportion in Machines and Machinery; and a smaller proportion in Woollen Goods. On the other hand, a smaller proportion of all the employés was earning \$12 or more than \$12 weekly in the boot and shoe industry in 1899 as compared with 1885; a larger proportion in Cotton Goods; a smaller proportion in Leather; substantially the same proportion in Machines and Machinery; and a larger proportion in Woollen Goods. The table admits of a similar comparison as to male employés only, which we will not take space to follow out.

The smaller proportion of operatives receiving a low wage in the cotton goods industry, in the last three years shown in the table, when compared with 1885, is due very largely to the elimination of child workers under the operation of the laws of the Commonwealth regulating the employment of children, and also to changes in methods of production, by which a certain proportion of low-priced help has been entirely eliminated.

It should be remembered that the amount of permanent or full time employment given in an industry directly affects earnings, although rates of wages may remain unchanged; also that rates may rise, and during a series of years earnings may be enlarged as compared with the same number of earlier years, although a single year, for example 1899, may show smaller earnings than appear in an earlier year, say 1885. The

years 1885 and 1899 are selected for the extremes of comparison in the tables for the reason that they afford the earliest and latest available classified figures. The returns for 1900 now in process of tabulation in the Bureau may present different results.

We may remind the reader also that we are not dealing with persons or with special branches of employment within the industries named. It might be possible that a larger proportion of the persons employed in a given industry received earnings of a lower rate at one time than at another ; and at the same time, persons who had been continuously employed, or employes in some one branch, for example, lasters or weavers, might have their earnings increased. Changes in machinery or in processes might lower the wage level in the industry, as a whole, by permitting the employment of a larger number of women or young persons, or operatives of less skill, while at the same time workers in certain branches of the industry did not find their earnings reduced ; and although earnings per person may not materially increase in one year as compared with another a larger number of persons may be given employment, indicating in that respect a better industrial condition.

## RESIDENT PUPILS IN PUBLIC AND PRIVATE SCHOOLS IN BOSTON.

The following table presents some interesting comparisons relating to the pupils in public and private schools of the city of Boston, derived from the Decennial Census of the State, but never before printed :

THE CITY AND DISTRICTS.	PERCENTAGES OF PUPILS RESIDING IN SPECIFIED DISTRICTS FOUND IN—		Percentages of Total Pupils in the City found in Districts Specified	Percentages of Public School Pupils in the City found in Dis- tricts Specified	Percentages of Private School Pupils in the City found in Dis- tricts Specified
	Public Schools	Private Schools			
THE CITY.	87.31	12.69	100.00	100.00	100.00
East Boston, . . . . .	67.23	32.77	9.86	7.59	25.47
Charlestown, . . . . .	90.70	9.30	8.13	8.45	5.96
North End, . . . . .	82.83	17.17	5.61	5.32	7.60
West End, . . . . .	94.03	5.97	5.29	5.70	2.49
Central District, . . . . .	98.59	1.41	3.67	4.15	0.41
Back Bay, . . . . .	63.13	36.87	1.95	1.41	5.65
South Cove, . . . . .	89.94	10.06	1.36	1.40	1.08
South End, . . . . .	95.72	4.28	7.10	7.78	2.39
Roxbury, . . . . .	82.29	17.71	20.07	18.92	28.02
South Boston, . . . . .	90.77	9.23	15.68	16.31	11.40
Dorchester, . . . . .	96.30	3.70	9.99	11.01	2.91
West Roxbury, . . . . .	90.66	9.34	7.87	8.17	5.79
Brighton, . . . . .	96.93	3.07	3.42	3.79	0.83



The table is confined to percentages showing proportions of the different elements considered.

Referring to the first line relating to the city as a whole, we note that of the entire number of pupils attending school in Boston during the census year, 87.31 per cent, or about 87 in every 100, were in public schools and 12.69 per cent, nearly 13 in every 100, in private schools. As against these percentages for the city at large, we find in public schools and residing in the different districts varying percentages ranging from 63.13 in the Back Bay to 98.59 in the Central District. On the other hand, in private schools we find 36.87 per cent of all the pupils residing in the Back Bay; 32.77 per cent in East Boston; 17.71 per cent in Roxbury; 17.17 per cent in the North End; 9.34, 9.30, and 9.23 per cent in West Roxbury, Charlestown, and South Boston, respectively, and so on, descending by varying gradations to 1.41 per cent in the Central District.

East Boston was the residence of 9.86 per cent of all the pupils in the city, of 7.59 per cent of the public school pupils, and of 25.47 per cent of the private school pupils; Charlestown, of 8.13 per cent of all pupils, 8.45 per cent of the public school pupils, and 5.96 per cent of the private school pupils. The Back Bay district shows 1.95 per cent of all the pupils, 1.41 per cent of the public school pupils, and 5.65 per cent of the private school pupils. Similar comparisons may be obtained from the table for the other districts of the city.

## STATISTICAL ABSTRACTS.

[Items not specially credited have been prepared from official sources by the Bureau.]

### Child Labor in Massachusetts.

In 1806 the Legislature, under Chap. 494, increased the minimum age for the employment of children to 14 years. According to the Act, no child under 14 years of age shall be employed in any factory, workshop, or mercantile establishment; such child cannot be employed during the hours when the public schools are in session, nor between the hours of 7 o'clock in the evening and 6 o'clock in the morning.

For 10 years prior to the passage of this Act, 13 years had been the minimum age for children at work (Chap. 348, Acts of 1888).

Chapter 52, Acts of 1876, fixed the minimum working age of children at 10 years, prohibiting the employment of any child under 10 years of age in any manufacturing, mechanical, or mercantile establishment. This Act went further in its restriction of child labor than did Chap. 285, Acts of 1867, inasmuch as it prohibited employment of children in mercantile establishments, which the Act of 1867 did not provide against, although the age limit remained the same.

### Gainful Occupations in Massachusetts.

According to the State Census of 1896, the number of persons engaged in gainful occupations in the Commonwealth was 1,079,090, or 43.16 per cent of the total population.

### Legacy Taxes in 1900.

The total internal revenue receipts from the tax on legacies (War Revenue Law of 1898) in Massachusetts for the year ending June 30, 1900, amounted to \$544,689. The total amount received into the Massachusetts Treasury from the Collateral Legacy and Succession Tax of this State (Chap. 425, Acts of 1891) for the year ending Dec. 31, 1900, was \$404,400, including \$6,460 interest. The total revenue to the Commonwealth from this source for the past 9 years (law became operative in 1892) has been \$2,999,750. The sum includes \$2,949,186 tax and \$50,564 interest on same.

### Density of Population.

In 100 years the density of population in Massachusetts has changed from about 50 persons per square mile to 348.92 persons. The area of Massachusetts (land surface) is 8,040 square miles. The population of the State has increased from 422,845 in 1800 to 2,805,346 in 1900. With the exception of Rhode Island (density 406.99), Massachusetts is the most densely populated state in the Union.

### Population of the United States.

The population of the United States in 1900, according to the Twelfth United States Census, is given in the following table by divisions of the country:

STATES AND TERRITORIES.	Population 1900	STATES AND TERRITORIES.	Population 1900
<b>THE UNITED STATES.</b>		<b>THE UNITED STATES—Con.</b>	
North Atlantic Division, . . . .	21,045,748	Alaska, . . . . .	63,441
Maine, . . . . .	694,466	Hawaii, . . . . .	154,001
New Hampshire, . . . . .	411,588	Indian Territory, . . . . .	391,960
Vermont, . . . . .	343,641	Persons in the service of the United States stationed abroad, . . . .	89,670
Massachusetts, . . . . .	2,805,346		
Rhode Island, . . . . .	428,556		
Connecticut, . . . . .	906,355		
New York, . . . . .	7,368,012		
New Jersey, . . . . .	1,883,669		
Pennsylvania, . . . . .	6,302,115		
<b>South Atlantic Division, . . . .</b>		<b>Indian Population.</b>	
Delaware, . . . . .	184,735	There are 134,158 Indians not taxed included in the population of the United States and distributed in the various states and territories as follows: California, 1,549; Colorado, 597; Idaho, 2,297; Minnesota, 1,768; Montana, 10,746; Nevada, 1,665; New York, 4,711; North Dakota, 4,692; South Dakota, 10,982; Utah, 1,472; Washington, 2,531; Wisconsin, 1,657; Arizona, 24,644; Indian Territory, 56,033; New Mexico, 2,967; Oklahoma, 5,927. It will be seen that over 60 per cent of the Indian population of the country is included in Indian Territory and Arizona.	
Maryland, . . . . .	1,190,050	<b>Cotton Ginning.</b>	
District of Columbia, . . . . .	378,718	According to a special investigation of the cotton ginneries, made under direction of the Chief Statistician for Manufactures of the Twelfth United States Census, reports were made from 29,620 cotton ginning establishments located in 14 states and 2 territories. The cotton crop of the United States in 1899 was 9,645,974 commercial bales amounting to 4,672,695,500 pounds, equivalent to 9,345,391 bales of an average weight of 500 pounds. The commercial bales include 97,379 Sea Island bales, average weight being 888 pounds, with an average cost of \$4.90 per bale for ginning and baling. The upland crop includes 9,043,231 square bales, average weight being 496 pounds at an average cost of \$3.03 per bale for ginning and baling; and 506,464 round bales, with an average weight of 250 pounds, average cost per bale for ginning and baling being \$1.15. The increase in the gross weight of cotton produced in the United States in 1899 as compared with 1889 was 1,108,307,753 pounds. Nearly 28 per cent of the total cotton crop was produced in Texas, over 13 per cent in Georgia, about the same per cent in Mississippi, and over 11 per cent in Alabama. It will be seen that these 3 states produce over 65 per cent of the entire product.	
Virginia, . . . . .	1,854,184	The estimated quantity of raw cotton consumed in Massachusetts in one year is a little in excess of 550,000,000 pounds. This represents 11.80 per cent, or about one-ninth of the entire product of raw cotton in the United States.	
West Virginia, . . . . .	958,800	<b>Manufacture of Beet Sugar in the United States.</b>	
North Carolina, . . . . .	1,898,810	From an investigation of the beet sugar factories in the United States, carried on in connection with the Twelfth United States Census, it has been reported that there were 31 beet sugar factories in this country in 1900. Nine of these establishments were located in Michigan, 8 in California, and 14 were distributed in 8 other states and one territory. Of these, 30 were engaged in the manu-	
South Carolina, . . . . .	1,340,316		
Georgia, . . . . .	2,216,331		
Florida, . . . . .	526,542		
<b>North Central Division, . . . .</b>			
Ohio, . . . . .	26,335,243		
Indiana, . . . . .	4,157,545		
Illinois, . . . . .	2,516,462		
Michigan, . . . . .	4,821,550		
Wisconsin, . . . . .	2,420,982		
Minnesota, . . . . .	2,069,043		
Iowa, . . . . .	1,751,594		
Missouri, . . . . .	2,231,853		
North Dakota, . . . . .	3,106,965		
South Dakota, . . . . .	319,146		
Nebraska, . . . . .	401,670		
Kansas, . . . . .	1,068,539		
<b>South Central Division, . . . .</b>			
Kentucky, . . . . .	1,470,495		
Tennessee, . . . . .	13,687,901		
Alabama, . . . . .	2,147,174		
Mississippi, . . . . .	2,020,616		
Louisiana, . . . . .	1,828,697		
Texas, . . . . .	1,551,370		
Oklahoma, . . . . .	1,381,625		
Arkansas, . . . . .	3,048,710		
<b>Western Division, . . . . .</b>			
Montana, . . . . .	396,245		
Wyoming, . . . . .	1,311,564		
Colorado, . . . . .	4,091,349		
New Mexico, . . . . .	243,329		
Arizona, . . . . .	92,581		
Utah, . . . . .	539,700		
Nevada, . . . . .	195,810		
Idaho, . . . . .	122,981		
Washington, . . . . .	276,749		
Oregon, . . . . .	42,335		
California, . . . . .	161,772		
	518,108		
	413,536		
	1,486,053		

The United States has an area of 3,970,088 square miles, exclusive of Alaska and Hawaii.

facture of beet sugar during the census year, while one establishment was idle. The capital invested represented \$20,358,519; about 71,427 long tons of beet sugar were produced, valued at \$7,323,857. It has been estimated that during the census year more than one-third of the domestic sugar product was obtained from the beet. The average length of the working season in the beet sugar industry in the United States is about 140 days.

#### **Baltimore & Ohio Relief Department.\***

The Relief Feature of the Baltimore & Ohio Railroad Co. was incorporated May 3, 1882, as the "Baltimore & Ohio Employes Relief Association." The charter was abolished in 1889, and the Relief Feature in its present form was organized. Membership in this Department is compulsory. The Report of the Relief Department for the year ending June 30, 1900, shows the membership to include 34,672 persons.

The number of benefits paid employes for the year was 23,684, distributed as follows: 107 deaths from accident on duty; 203 deaths from other causes; 8,382 disablements from injuries received in discharge of duty; 5,888 surgical expenses; 9,104 disablements from sickness and other causes than specified. The amount paid for these benefits was \$491,880.

The Pension Feature shows 257 pensioners on June 30, 1900, the payments during the year aggregating \$49,027.

The Savings Feature reports the total amount deposited during the year to be \$569,152. The amount loaned during the year was \$357,138, money being spent by employes in building 1,268 houses, buying 1,376 houses, improving 890, and releasing liens on 772. Interest on all deposits for the year was at the rate of five and one-half per cent per annum, an extra dividend of one and one-half per cent having been declared.

The payments by the Company aggregated \$48,562 for the year. The usual contribution of the Company to the Pension Feature is \$31,000 annually.

#### **Bureau of Labor Statistics in Louisiana.**

The Legislature of Louisiana, under Chap. 79, Acts of 1900, created a bureau of labor statistics at Baton Rouge. The duties of the Commissioner are "to collect, assort, systematize, and present in annual reports to the Governor \* \* \* statistical details relating to all departments of labor in the State; especially in relation to the commercial, industrial, social, and sanitary condition of workmen and to the productive industries of the State."

#### **Legislative Change in New Jersey Bureau.**

In 1878 the Legislature of New Jersey passed an Act creating a bureau of statistics, the duties of such bureau being "to collect, assort, systematize, and present in annual reports to the Legislature \* \* \* statistical details relating to all departments of labor in the State, especially in its relations to the commercial, industrial, social, educational, and sanitary conditions of the laboring classes, and in all suitable and lawful ways foster and enlarge our manufacturing and every other class of productive industry, with the view to their permanent establishment upon a prosperous basis, both to the employer and the employed."

The Legislature of 1898 enacted a supplement to the Act of 1878 giving the bureau additional duties

to perform in collecting and publishing annually statistics of manufactures for the State. This increased the work of the bureau to such an extent that the Legislature of 1900 passed an Act (Chap. 75) abolishing the office of secretary of the bureau, and authorizing the chief to appoint a deputy to be commissioned by the Governor as deputy chief of bureau. The duties of the secretary devolve upon the deputy chief together with special duties assigned by chief. By this Act, the chief is also empowered to employ, under certain restrictions, such clerks and assistants as he may deem necessary.

#### **Compulsory School Age in England.**

The Elementary Education (School Attendance) Act of 1886 in England, whereby children were obliged to attend school regularly up to the age of 11 years, was amended by an Act passed in 1899 increasing the school age to 12 years. The Amendment Act also provides that under certain conditions children employed in agriculture may be partially exempted at the former limit of 11 years; it further permits the number of separate attendances in the school year to be reduced to 250, provided the whole period of school life is extended to the age of 13.

#### **Free Education in England and Wales.**

At the close of the school year in 1898 there were in England and Wales 17,008 free public elementary day schools with a total of 4,870,615 free scholars. There were 95 schools which refused the fee-grant and 2,834 schools, while receiving the fee-grant, continued to charge such fees as the law allows. The number of fee-paying scholars in all classes of public elementary day schools was 706,251. Thus it will be seen that there were 19,937 public day schools containing 5,576,866 scholars.

The number of evening schools inspected was 4,626 with 5,535 separate departments, the principal teachers including 4,192 men and 1,369 women. There were 435,600 scholars of whom 166,754 were free. Over 97 per cent of those attending evening school was under 14 years of age, while 51 per cent was between 14 and 18 years, and about 10 per cent over 21 years. Drawing was taught in 1,188 evening schools; manual or technical instruction in 525; cooking in 655; laundry work in 98; and housewifery in 10.—*Report of Committee of Council on Education (England and Wales), 1898-99.*

#### **Accidents to Employees in Belgium.**

During November, 1900, in Belgium, 205 accidents were reported against 197 in October and 169 in September. Accidents affected 118 men, 7 women, and 40 minors and children. Ten persons received injuries to the head and face, 10 to the eyes, 47 to arms and hands, 44 to fingers, 50 to the lower limbs, while in 44 cases the injury was not classified. In 155 cases the injury resulted in temporary incapacity, 46 in permanent incapacity, and 4 in death. Under the law, accidents disabling the victim for less than one week need not be reported.—*Revue du Travail, Brussels, December, 1900.*

#### **Trade of Norway.**

The total value of the exports of Norway in 1899 was \$42,715,582, the exports to the United States being valued at \$243,310. The total imports of

\* For extended account, see Bulletin No. 4, October, 1897.

Norway were valued at \$33,310,000, the value of the imports from the United States being \$5,169,586. — *Norges Handel i aaret 1899, Kristiania, 1900.*

#### Strikes and Lockouts in Germany.

During 1899 there were 1,336 strikes in Germany, involving 99,338 persons directly and 10,122 indirectly; 24,731 days were lost; 1,288 strikes were settled, 331 being wholly successful, 429 partially successful, and 528 failures.

Of the 38 lockouts during the year which involved 8,390 persons directly, and 3,466 persons indirectly, 579 days were lost; 28 lockouts were settled, 6 being fully successful, 9 partially successful, and 8 failures. — *Streiks und Aussperrungen im Jahre 1899, Berlin, 1900.*

#### Strikes in Belgium.

During November, 1900, there were 7 new strikes, involving 1,140 strikers, reported to the Bureau of Labor. Of these, 5 were settled together with 3 begun in October; 2 were successful, one compromised, and 5 failures. The 8 strikes which were settled affected 2,300 employés.

#### Strikes in France from 1890 to 1899.

The decade from 1890 to 1899 shows a total of 4,210 strikes, involving 924,488 strikers and a total loss of 15,021,841 days. The largest number of strikes occurred in textile industries, being 1,368, followed by 619 in metals, and 596 in building trades. Of the total number of strikes, 1,871, or 44.61 per cent, failed; 1,312, or 31.29 per cent, were compromised; while 1,011, or 24.10 per cent, were successful. Over one-half the strikes, 2,125, resulted from demands for increased wages and 544 from opposition to reduction of wages. In 472 cases fewer hours of labor were demanded.

The law on conciliation and arbitration in France was passed Dec. 27, 1892, and provides in Art. 1 that "patrons, workmen, and employés between whom differences arise regarding conditions of labor may submit the questions to a committee of conciliation, and, failing to reach a settlement in this committee, to a board of arbitration." This law was applied in 778 cases, the initiative being taken in 23 cases by employers, in 425 cases by the employés, in 18 cases by both parties, and in 312 cases by justices of the peace. — *Statistique des Grèves et des Recours à la Conciliation et à l'Arbitrage survenus pendant l'Année 1899. Paris, 1900.*

#### Strikes in France during 1899.

There were 740 strikes in France during 1899 involving 176,836 strikers (143,867 men, 23,417 women, and 10,042 children), and affecting 4,260 establishments; they entailed a loss of 3,550,784 days' work, 1,038,840 days being lost by 35,576 persons not striking.

There were 10 lockouts caused by enforcement of the accident law and involving 28 establishments and 1,248 workmen.

In 441 strikes, the workmen were members of trades unions; and in 63 cases the strikes were settled by the efforts of the unions.

Classification by industries involved shows 204 strikes and 39,928 strikers in textile industries; 140 strikes and 48,906 strikers in metal working; 111 strikes and 17,537 strikers in building trades; 82 strikes and 31,099 strikers in mines; these 4 groups furnishing more than two-thirds the total number of strikes and more than three-fourths of the strikers.

Dividing the strikes by causes, we find questions of wages responsible for 467, involving 139,561 strikers or 78.94 per cent; 45 being in opposition to reduction of wages, and 422 attempts to obtain increased wages; 99 of the latter were successful, 155 failures, and 168 compromised. Efforts to obtain a shorter working-day caused 101 strikes, of which 48 were successful, 37 failures, and 16 compromised.

Five strikes lasted more than 100 days; 429 lasted one week or less, 158 of these lasting one day or less than a day.

Classifying the strikes according to the method of wage payments, it appears that, in 404 cases, the workmen were paid by the hour, day, or month; in 249, by the piece; and, in 87, both methods were used. — *Statistique des Grèves et des Recours à la Conciliation et à l'Arbitrage survenus pendant l'Année 1899. Paris, 1900.*

#### Strike of Window Glass Makers.

In France, on the 18th of June, 1900, the window glass manufacturers in the Department of the North placed with the secretary of the Board of Arbitration of Valenciennes a new regulation to be enforced in their establishments on July 1. The workmen considering the measure too severe refused to work under it and on July 7 a strike was declared, affecting 13 establishments in Aniche and Fresnes and involving 1,500 strikers, idleness being forced upon 500 others. The strike continued 158 days, conferences being held before the Board of Arbitration. The workmen brought forward various grievances in addition to the first cause, and on Dec. 12, a compromise was arranged, satisfactory to both sides. — *Bulletin de l'Office du Travail. Paris, December, 1900.*

#### Trade Schools of Paris.

There are at present in Paris 9 regular trade schools for boys and 6 for girls. The first school of the kind established was for girls in 1870 followed in 1873 by a school for boys. The boys are taught all mechanical arts and trades, while the girls are instructed in the different trades and domestic arts.

In addition, there are evening trade schools in all parts of the city for adult workmen as well as minors, women, and children. — *Bulletin de l'Office du Travail. Paris, November, 1900.*









# LABOR BULLETIN

OF THE COMMONWEALTH OF

## MASSACHUSETTS.

No. 18.

MAY.

1901.

CHAPTER 290, ACTS OF 1895.

For the purpose of disseminating information from time to time respecting the state of employment, and other information relative to industrial conditions, the bureau of statistics of labor is authorized to distribute a bulletin, at such regular intervals as it may deem advisable, to be printed by the state printers.

Prepared and Edited by the Bureau of Statistics of Labor.

HORACE G. WADLIN, *Chief.* CHAS. F. PIDGIN, *First Clerk.* FRANK H. DROWN, *Second Clerk.*

### CONTENTS.

	Page
SOCIAL STATISTICS OF WORKINGWOMEN, . . . . .	29-49
Introduction, . . . . .	29, 30
Method of investigation, . . . . .	30, 31
Summary of results, . . . . .	31-48
Schedule of School of Housekeeping, . . . . .	31, 32
Character of work — Age and experience, . . . . .	33, 34
Conjugal condition — Nationality — Health, . . . . .	34, 35
Mode of living, . . . . .	35, 36
Dinner hour — Working hours, . . . . .	37, 38
Wages, . . . . .	38, 39
Expenditures, . . . . .	39, 40
Comparison of real wages — Support of others and savings, . . . . .	40, 41
Annual vacation — Lost working time, . . . . .	41, 42
Employment at other occupations — Church attendance — Social relationships, . . . . .	42, 43
Amusements, . . . . .	43, 44
Reading — Education, . . . . .	44, 45
Personal and social characteristics, . . . . .	45, 46
Contentment and attitude towards work, . . . . .	46-48
Conclusion, . . . . .	48, 49
REVIEW OF EMPLOYMENT AND EARNINGS — SIX MONTHS ENDING APRIL 30, 1901, . . . . .	49-63
Conditions affecting labor in the industrial centres of the Commonwealth, . . . . .	50-61
Boston, . . . . .	50-52
Brockton, . . . . .	52, 53
Cambridge, . . . . .	53
Chicopee, Fall River, and Haverhill, . . . . .	54, 55
Holyoke and Lawrence, . . . . .	55, 56
Lowell, . . . . .	56-58
Lynn, . . . . .	58, 59
New Bedford and Peabody, . . . . .	59, 60
Woburn and Worcester, . . . . .	60, 61
Summary by industries and cities, . . . . .	61, 62
Comparison of number employed and weekly earnings — 1899, 1900, 1901, . . . . .	62, 63
RESIDENTIAL CONDITIONS OF WOMEN AND GIRLS EMPLOYED IN TRADE AND MANUFACTURES, . . . . .	63-66



# MASSACHUSETTS LABOR BULLETIN.

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No. 18.

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## SOCIAL STATISTICS OF WORKINGWOMEN.

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In this article the Bureau presents the report of an investigation assigned by the School of Housekeeping, Boston, to Mary E. Trueblood, Ph.M., holder of a School of Housekeeping fellowship, and begun by her in January, 1900. The statistics were prepared for publication under the direction of Mr. John Hyde, Statistician of the United States Department of Agriculture, the textual summary having been written by Max West, Ph.D., of the same department.

### INTRODUCTION.

In transmitting the report to this Bureau, Miss Henrietta I. Goodrich, the Director of the School of Housekeeping, says :

The School of Housekeeping, as a branch of the Women's Educational and Industrial Union, naturally feels a vital interest in the industrial and economic aspects of domestic service, of which the Union is now making a scientific study through its employment office. But the interest of the School of Housekeeping in this investigation is not confined to the bearing that such investigation may have on the status of domestic service, centering rather in a comparative study of living conditions in general, among workingwomen.

In undertaking this investigation, the School of Housekeeping had in view two definite objects :

I. *To ascertain the satisfaction of domestic service workers as compared with workers in other lines of employment.* While it is probably generally admitted that housework pays better and is more healthful than either shop or factory work, can it be so readily conceded that the houseworker's sum-total of satisfaction is as great, that her "content of life" is as rich, as that of workers in other trades, even granted an excess of wage and health in housework? Does housework offer as high standard of living, as large an opportunity for growth, as much "life satisfaction," as other comparable trades in which women are now engaged? Assuming that the standard of comparison is not the amount of money earned or saved, but the sum-total of satisfaction given by that money, does the trade of housework at present offer as great inducement to women as can be presented by the shop or the factory?

II. *To study and collect data of the standards of living and the life of workingwomen in general.* The School of Housekeeping, standing as it does for a scientific and

sociological study of the home and of conditions of living as factors in race development, wishes to collect data showing present conditions, present wages and work, with the sum-total of satisfaction in that work, to see how much of actual "living," not mere animal existence, the worker in a given employment now has. Such data have a two-fold value: First, because such a study of standards of living and life satisfaction must precede any determination of the "living wage;" second, because a study of the facts in regard to actual living conditions must come before any organized attempt can be made to improve those conditions or raise standards of living, which is the ultimate aim of the School of Housekeeping.

The report, dealing as it does with very small numbers, is in no way conclusive or definite. The value of the material lies entirely in the method by which the work has been accomplished; in Miss Trueblood's direct and personal contact with the workers interviewed. The sympathetic and intelligent insight, the ability to put one's self in another's place and read her life from within, qualities that are demanded in any just comparison of conditions and standards of living, Miss Trueblood has gained by sharing the life of the workers she describes, in many instances by living in their boarding-houses, attending their clubs, visiting them at work and in their rooms, thus studying the conditions as well as the workers at first hand.

The report is merely tentative and suggestive. It will be of value only in so far as it stimulates interest, and proves a stepping-stone to more accurate and extended investigation.

#### METHOD OF INVESTIGATION.

Miss Mary E. Trueblood, who collected the information, describes the method pursued as follows:

The investigation was for the purpose of studying and comparing the condition and environment, the advantages and disadvantages of the houseworker with those of employés in other occupations.

Textile mills, shoe factories, restaurants, and department stores were selected for comparison, these being the leading occupations in Massachusetts that attract women away from housework.

Lowell and Fall River were taken as offering typical conditions for textile mills, Lynn and Haverhill for shoe factories, and Boston for restaurants and department stores, the latter designated as "shops" in the report.

Schedules were filled out for 100 women, 20 in each occupation. This number, although small in reality, was thought to be large enough to give a fair indication of conditions, since typical places were selected, and the girls taken at random.

In no case were blanks sent to the workers themselves to be filled out, as such returns would be of no value in an investigation of this kind. The information obtained was the result of personal observation and conversation with the women and their employers. The blanks were invariably filled out after, not during, a conversation. The amount of wages was sometimes obtained from the payroll of the employer, and sometimes from the employé's own statement. There is little chance of error in this item.

Since one of the objects of the investigation was to obtain the attitude of the workers toward their own work and toward the trade of housework, it was all-important that they should talk freely. Wherever possible, the desired information was obtained incidentally; they were never questioned directly as to matters which they might consider personal. This will account for the meagre information in some cases, while at the same time it will add the greater value to the information given. In order to have a basis of comparison, I considered only women who were dependent upon their own resources, hence the investigation includes few of the large number living in their own homes.

In conclusion, I wish to mention my great obligation to Mr. John Hyde, Statistician, United States Department of Agriculture, under whose direction the schedules were tabulated and analyzed. Grateful recognition is also due Mrs. Mary Hinman Abel of Baltimore, Md., for valuable suggestions in planning the investigation.

### SUMMARY OF RESULTS.\*

The canvass covered 20 shop workers† in Boston, 20 textile-mill workers in Lowell and Fall River, 20 shoe-factory workers in Haverhill and Lynn, 20 restaurant waitresses in Boston, and 20 houseworkers‡ employed in Boston and vicinity. Following is given a copy of the schedule used:

### SCHOOL OF HOUSEKEEPING.

### SOCIAL STATISTICS OF WORKINGWOMEN.

- 
- (1) Schedule No..... (2) Location.....
- (3) Industry..... (4) Age: present..... (5) At beginning work.....
- (6) Conjugal condition (single, married, widow, or divorced).....
- (7) (a) Nativity (Place of Birth).....
- (b) If foreign, how long in America.....
- (8) Parent nativity: (a) Father.....
- (b) Mother.....
- (9) Health: at time of beginning work. (10) At present.
- |       |       |
|-------|-------|
| Good. | Good. |
| Fair. | Fair. |
| Poor. | Poor. |
| Bad.  | Bad.  |
- (Encircle the proper answer in the above.)
- (11) Present surroundings. (Encircle proper answer.) Good. Fair. Poor. Bad.
- (12) Home status. (Encircle proper answer.) Keeps house. Boards. Lodges, meals outside.
- (13) If a boarder, does respondent board with parents or relatives?.....
- (14) Food. (General statement.).....
- .....
- (15) Weekly wages. By the week.....
- By the piece, average weekly earnings.....
- (16) Total earnings for previous year.....
- (Estimate of above, if exact data are not obtainable.)
- 

\* By Max West, Ph.D., Washington, D. C.

† Employés in department stores.

‡ The term "houseworker" as used in this report covers all persons employed in housework, and is used in preference to the current terms "servant" or "domestic."

## (17) Expenditures for the year in detail. (Estimates, if exact data are not obtainable.)

- 1 For food and lodging.....
- 2 Clothing.....
- 3 Medical attendance.....
- 4 Fuel and lights.....
- 5 Laundry.....
- 6 Car fares.....
- 7 Support of others.....
- 8 Other expenses.....
  - (a) Total expenses.....
  - (b) Savings.....
  - (c) Debt.....
  - (d) Total income.....

Note. The combination of (a) and (b) should give (d), and this should correspond with "Total earnings for previous year." When the total of (a) exceeds (d), that is, when expenses exceed total earnings, the difference should be entered as debt (c).

- (18) Attends church: Regularly. Irregularly. Has no church connection.  
(Encircle proper answer.)
- (19) Belongs to social clubs, etc. (Give names.).....
- (20) Belongs to Trade Union.....
- (21) Vacation during year (length of)
  - (a) Without loss of pay.....
  - (b) With loss of pay.....
- (22) Lost working time during year (in weeks)
  - (a) Due to slack work.....
  - (b) Due to sickness.....
  - (c) Due to other causes.....
- (23) Working hours per day. Except Saturday..... On Saturday.....
- (24) Time allowed for dinner.....
- (25) Dine at restaurant. At home. Carry lunch.  
(Encircle proper answer.)
- (26) (a) Time employed at usual occupation during year.....
- (b) At other occupations. (Give names of such.).....

## General Remarks.

- (27) Social and moral standards.      Contentment.      Attitude toward work.  
.....
- (28) Amusements.....  
.....
- (29) Education and reading.....  
.....
- (30) Other remarks.....  
.....



In practice, it was not found possible to follow the schedule very closely. Under the head of "expenditures," for example, no definite figures were obtained, as a rule, except for food and lodging, car fares and support of others; and these figures represent weekly instead of yearly expenditures. The attempt to ascertain total expenses was therefore a failure, and in very few cases were the earnings for the previous year given; hence, the amount saved cannot be stated definitely. Apparently, the keeping of personal account books is not usual among workingwomen. In certain other parts of the schedule, also, there were many blanks unfilled, indefinite answers, or figures accompanied by interrogation points. Nevertheless, much interesting information was elicited; and if the 100 workingwomen interviewed may be assumed to be fairly representative, as the variety of employment seems to warrant, the result should be of considerable value.

#### *Character of Work.*

Of the women interviewed who work in shops, 16 are saleswomen, one alters coats, one makes ribbon bows, one has charge of the lost bundle counter, and one is a general errand and office girl in a cloak store. Ten different establishments are represented in this group. Those working in textile mills who state their occupations specifically are spinners, weavers, web-drawers, bundlers, and employés in the card room, or in connection with other machinery, except one who is a measurer. Among women in the shoe factories an even greater variety of employment is reported. Of the houseworkers, one is a cook, two are parlor maids, two chambermaids, and two second girls, one of whom has also the care of children. It may be fairly assumed that nearly all the others in this group are engaged in general housework, although the returns do not show the number of houseworkers employed at a given place.

#### *Age and Experience.*

The ages of the young women working in shops at the time the inquiry was made ranged from 20 to 30 years, excepting the errand and office girl, whose age was 18; the mill and factory women from 20 to 42; those engaged in restaurant work from 20 to 38; and the houseworkers from 19 to 27.

There was much variation in the age at beginning work. The most numerous replies state a year between 14 and 28, but one of the houseworkers began at nine and two of the textile-mill women at 10, while one of the waitresses, who formerly kept a lodging-house, adopted her present occupation at the age of 36. One of the shoe-factory women, whose father was a shoemaker, states that she had worked at shoemaking more or less all her life.

The following table exhibits for each group the average age at the time of the inquiry and at the time of beginning work, and the average number of years at work:



Groups.	Average Age at Present	Average Age at beginning Work	Average Number of Years at Work
Shop workers, . . . . .	23.8	20.1	8.7
Textile-mill workers, . . . . .	29.5	15.4	14.1
Shoe-factory workers, . . . . .	27.1	18.6	8.5
Restaurant workers, . . . . .	26.1	21.6	4.5
Houseworkers, . . . . .	23.0	17.2	5.8

The houseworkers are youngest and the textile-mill women oldest. On the other hand, the latter began to work considerably earlier than those in any other group, and have therefore been at work much longer.

### *Conjugal Condition.*

All the shop employes and houseworkers are single, but three cotton-mill hands, four shoe-factory hands, and one waitress are married. One cotton-mill operative is divorced, and one shoe-factory hand is a widow.

### *Nationality.*

Eighteen of the shop workers were born in the United States, and in 16 cases of American parents. Eight were born in Boston and had probably resided there all their lives. One was born in England and came to America as a child, and one is a Canadian. Of the textile-mill workers, only seven were born in the United States, of whom five had American parents; eight were English; two, Irish; and three, French-Canadian, one of whom, however, had an Irish father. Most of the foreign-born have been in America either since childhood or at least for so many years that they do not remember the exact number. Of the shoe-factory workers, 15 were born in the United States (13 of American, one of English, and one of mixed parentage); one came from Nova Scotia; one is English, but has been in America 30 years; one is Irish, but has also spent most of her life in America; while the only recent immigrant was a Russian who has been in America four years. Of the restaurant women, 11 were American born, and in nine cases of American parentage; eight came from eastern Canada, and one from Ireland. The nationality of the houseworkers is in striking contrast with that of the other groups. Among them there are no American born; seven are Canadians, one English, 11 Irish, and one Scotch. Not only are they all foreign born, but they have been in America a comparatively short time (averaging five or six years where the number of years is given), although one of the Irish girls has been in America from her childhood.

### *Health.*

Fifteen of the shop workers, 14 of the textile-mill workers, seven of the shoe-factory operatives, and 18 each of the restaurant waitresses and houseworkers are reported as being in good health. The health of

two of the shop workers, six of the textile-mill employ  s, 11 of the shoe-factory employ  s, and two of the restaurant employ  s has deteriorated since they began work. On the other hand, one shop worker who was worn out from teaching before going into the shop is now in good health; and the health of two houseworkers, one of whom suffered from the change of climate on coming to America, has improved. From the standpoint of health, therefore, the houseworkers have a decided advantage, while the mill and factory employ  s are most unfortunate in this respect; for while all of the textile-mill women and 18 of the shoe-factory workers were in good health when they began work, of the former, five are now in "fair" and one in "very delicate" health, and of the latter, the health of seven is "fair," four "poor," one "poor or fair," and one "good, if careful." Several of those employed in the shoe factories complain that work in a factory injures the health. Five of them are subject to indigestion or stomach trouble, which one says is produced by the constant hurry to see how much work she can do,\* while another attributes the trouble to poorly cooked food, as well as to factory work. One of the textile-mill women who began work at the age of 10 thinks that work in the mill stunted her growth. One of the shop workers injured herself by helping to move some things in the store.

### *Mode of Living.*

The present surroundings of the workingwomen reported upon are said to be good in most cases,† except in the case of the textile-mill women. Among the shop workers, in only one case is a less favorable report given. The surroundings of the textile-mill women are described in most cases as "fair," and sometimes as "comfortable," "fairly pleasant," or "rather good;" those of the shoe-factory workers as "good" in most cases, but in two cases as "fair," and in one as "comfortable;" those of the restaurant waitresses are reported as "good" in seven cases, "comfortable" in one, "fair" in two, and "unpleasant" or "unattractive" in two others. It seems to have been difficult to judge of the surroundings of the houseworkers (which vary with every change of employer), but where they are reported upon they are usually said to be good, and in one case "excellent—unusually good." One says that she has sometimes had a pleasant room, but oftener not, and that her room is seldom heated; another, that at her last place her room was steam heated and pleasant; another, that her room is in the basement, which she considers unhealthful. Another reports that she was with a good family for several years, but has just left an inconsiderate employer.

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\* The shoe-factory employ  s were paid by the piece.

† The statements as to manner of life, etc., received from the workingwomen themselves and not derived from the personal observation of the investigator are indicated by the use of quotation marks. The *standards* of living among the shop workers and shoe-factory workers are above that in the other three occupations. M. E. T.

Most of those employed in shops either live at boarding-houses or board with relatives or friends; two get their own breakfasts and suppers in their rooms; two lodge at a hotel for workingwomen (which is said to be clean and attractive, with good supervision) and take their meals elsewhere; and three others also rent rooms and take their meals out. Of those who board, one lives at a boarding-house for women where the surroundings are said to be fair and the food nutritious but not very well served; and one at a home for working girls, which is favorably described. All of the shop workers who report upon the quality of their food consider it good and nutritious, but in a few cases they complain of the quality of the service.

Eight of those employed in textile mills at Lowell board at corporation boarding-houses, where the surroundings are said to be fair, with two to four women in a room, and the food, though reported as fair, is criticised by several as "not well cooked," "not palatable," "not attractive," "not well cooked or well served." \* One woman says that she makes a regular practice of buying milk and eggs to supplement the boarding-house fare. The two Lowell textile-mill workers who do not live at a corporation boarding-house rent rooms and take their meals out. Of the textile-mill workers at Fall River, one boards with relatives, one gets her own breakfasts and suppers, and the other eight keep house, usually in tenements although one has a small cottage. One of the married women who keeps house hires a woman to do part of the housework.

Of the shoe-factory workers, three keep house, six board, and 11 have lodgings, including one married woman who goes out to her meals with her husband and child. Of those who board, three live at a young women's home where the rooms are reported to be attractive and the food wholesome, though one says she grows tired of it at times, and another that it is not always appetizing; another, who lodges and takes her meals at "a sort of hotel boarding-house," describes the food as wholesome, but not very well served. Of the remaining shoe-factory workers, six report their food as good and one as fair.

On week days, and in some cases on Sunday, also, the restaurant waitresses take their meals where they are employed. Two of them also have rooms provided by their employer in the same building with the restaurant, and the others rent rooms elsewhere, except one who rents an entire flat and sublets rooms to other women, so that her own lodging costs her nothing.

Apparently, all the houseworkers live in the houses of their employers, in accordance with the usual custom in the North. In a majority of cases their food is reported to be the same as that of the family.

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\* The food at the corporation boarding-houses was criticised as to its cooking and serving. The food material is not bad, either in quality or quantity. M. E. T.

*Dinner Hour.*

Most of those working in shops take their noonday meal at restaurants, in some cases in the same building where they work; but three go home, and two carry their lunch. One of the latter gets hot soup or coffee to supplement what she carries, and the other has an opportunity to heat whatever she has, as well as a place provided for eating it. The usual time allowed for the mid-day meal is one hour, but in one shop it is 45 minutes, and in another, where three of the 20 women work, it is only half an hour. The mill and factory workers have an hour for dinner, so that they are nearly all able to go home or to their boarding places; but two of the Fall River women carry their lunch, and one goes to a restaurant. One of the shoe-factory hands at Lynn takes an hour and a half at noon, and another reports that she can do so if necessary. As the restaurant waitresses have their meals where they are employed, half an hour is considered sufficient time for each meal; at one place only 15 minutes each is allowed for breakfast and lunch, and at another the principal meal of the day is eaten after working hours. In the case of the houseworkers no definite statements are made concerning the time allowed for meals except in one case, where an hour is given at noon.

*Working Hours.*

Most of those in shops work 8 hours a day, but a few work  $8\frac{1}{4}$ ,  $8\frac{3}{4}$ , or even  $9\frac{1}{4}$  hours. In some cases the number of hours is reduced in summer from 8 to  $7\frac{1}{2}$ ; and all the shops close at one o'clock on Saturdays during the summer, reducing the number of working hours on that day to  $4\frac{1}{2}$  or 5. The number of hours for women in manufacturing establishments in Massachusetts is limited by law to 58 a week, but there is some variation in the way in which the 58 hours are distributed.

The cotton-mill workers at Lowell are employed  $10\frac{1}{2}$  hours 5 days in the week and  $5\frac{1}{2}$  hours Saturday, but the shoe factories close at noon on Saturdays only in summer, though in some cases they close at 4 or 5 o'clock on other Saturdays. At one factory work begins at 7.10 A.M., and stops at 5 o'clock on Saturdays and 6 o'clock on other days, making exactly 58 hours a week. One shoe-factory stitcher reports that she has the whole of Saturday off in summer. Another works short hours (eight per day) in order that she may do her own housework, and another, who says her factory is not strict about the time she comes, works  $8\frac{1}{2}$  hours a day. One of the cotton-mill hands at Fall River works only 28 hours a week.

The working hours for the restaurant waitresses range from 8 to  $11\frac{1}{2}$  a day, in some cases 7 days in the week. One reports that she works 12 or more hours on Sunday, another that she works an hour less that day than on week days. One waitress is on duty 13 hours a day one week and 12 hours a day the next, including the time allowed for meals; at

another place the hours vary from day to day, being from 6.30 A.M. to 7 P.M. one day and 4 P.M. the next. At one restaurant the working hours are shortened on two days in the week by allowing the waitresses time off from 3 or 3.30 P.M. one day until 11.30 or 11.45 A.M. the next; and in summer the amount of time off is increased.

The working hours for the houseworkers, where they could be ascertained, range from  $7\frac{1}{2}$  to  $15\frac{1}{2}$  hours a day. In several cases some free time is allowed in the afternoon. One woman has every other Sunday off and time to attend church on the intervening Sundays, besides free time Thursday after the middle of the afternoon; three others have parts of every second Sunday and every second Thursday. One has part of Thursday afternoon every week, besides time to attend church on Sunday; another occasionally has the whole of Thursday off; and still another has her Fridays after 2 o'clock.

The number of working hours per day for the houseworkers reporting averages 11.6. To attain a figure comparable with the averages for other groups, perhaps one hour should be deducted for the time spent at meals, although the hours of one houseworker are reported exclusive of the dinner hour. Making the correction suggested, the working hours of the houseworker would average 10.6 daily,\* as compared with 8.2 for shop workers, 9.6 for those employed in mills and factories, and 9.5 for restaurant waitresses, although these averages make no allowance for Saturday half-holidays of the shop workers, nor for those in the factories, where such half-holidays are given in the summer only. The Sunday work required of the houseworkers is another disadvantage for which the free time given on Thursday afternoon is hardly full compensation.

### *Wages.*

The weekly wages of the shop workers range from \$4 to \$12. The employé reporting \$4 per week was an office and errand girl whose wage was soon to be increased; a saleswoman received \$12. The average weekly earnings of the textile-mill workers who are paid by the piece range from \$6 or \$7 to \$10 or \$11 per week, and one bundler who works by the week gets \$7. The average earnings of the shoe-factory piece workers range from \$9 or \$10 to \$14 or \$15 per week during the busy season, but in the dull season are sometimes as low as \$3 or \$4 per week, while in other cases as high as \$10 or \$12 per week. The length of the busy season seems to vary with the factory, in some cases lasting all but three or four months of the year and in others only about seven months. Where the average weekly earnings are given for the year as a whole, they range from \$7 to \$10 or \$12 for the piece workers; a polisher gets only \$6 a week, and one who works at odd jobs \$8. The wages of the restaurant waitresses are \$3.50 and \$4 a week in the two cases where the

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\* This does not include the time when the employé is on call without being actually at work. M. E. T.

employer furnishes both room and meals, and \$5 and \$7 a week where meals only are furnished by the employers. The wages vary even at the same establishment, depending in some cases upon the length of service. At one place the meals are not included as part of the compensation, but may be obtained at half price. Several of the women speak of the "tips" they received in addition to their wages; one says that she made \$86 one year in this way, and another that in some years her "tips" amount to enough to pay her room rent. The wages of the houseworkers range from \$2.50 to \$6 per week, varying with the purse of the employer as well as with the skill of the employé.

### *Expenditures.*

The weekly expenditures of the shop workers for food and lodging range from \$2.50 to \$6, or, excluding one who boards with her parents, from \$3 to \$6. The Lowell textile-mill workers who live at corporation boarding-houses pay only \$1.75 a week for room and board, but there is an additional expense of 25 cents a week for fuel, and at least one of these women spends a like amount for additional food. The two at Lowell who do not live at corporation boarding-houses pay \$4.25 a week for food and lodging, and the only one in Fall River for whom this figure is given pays \$3.\* The shoe-factory workers spend from \$3 to \$5.25 for food and lodging, the least expense being reported by one who keeps house with her brother and sister. The restaurant waitresses who have any expense for lodging pay from \$1.25 to \$3 a week, which in some cases includes Sunday meals. Several of those employed in shops, restaurant waitresses, and shoe-factory workers, and the majority of those in textile mills (including all those who live at the corporation boarding-houses) do their own laundry work; those who hire it done pay in a number of cases from 25 to 50 cents a week, while others report indefinitely that their expense on this score is "large" or "considerable." One of those working in shops says that this is a large item when the store requires white shirt waists to be worn in summer. Apparently, none of the houseworkers have any expense for laundry work.

The amount spent for clothing is not definitely reported, but some of the women employed in the mills say that the clothing worn in the mill costs very little; their expense on this account may, therefore, be assumed to be considerably less than that of the shop workers and waitresses. Two of the shop workers have free medical attendance furnished by their employers, at least in ordinary sickness, while the Lowell textile-mill women have the advantage of the corporation hospital, where the fees are small and are remitted entirely if the patient is too poor to pay. One employed in a shoe factory reports heavy expense for

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\* The regular price for board (food and lodging in one place) is \$3 per week among the women textile-mill workers in Fall River. M. E. T.

medical attendance. One houseworker reports that she has free medical attendance.

Most of the shop workers and restaurant waitresses walk to and from their work; but eight of the former and three of the latter spend 10 cents a day in car fare, while one restaurant waitress rides only one way. The houseworkers have no regular expense for car fare, nor do the mill or factory workers, except in one case.

### *Comparison of Real Wages.*

In order to reduce the average earnings of the various groups to a comparable basis, it is necessary to deduct the average expenditures for food and lodging, from which the restaurant waitresses are partly and the houseworkers wholly exempt. This is done in the following table:

Groups.	Average Weekly Cash Income	Average Cost of Food and Lodging	Excess
Shop workers, . . . . .	\$7.62	\$4.29	\$3.23
Textile-mill workers, . . . . .	8.35	2.36	5.99
Shoe-factory workers, . . . . .	10.45	4.00	6.45
Restaurant workers, . . . . .	5.88	1.56	3.82
Houseworkers, . . . . .	3.99	-	3.99

From this it appears that the houseworkers are economically better off than either those employed in the shop or the restaurant, to the extent of 76 cents a week in the former case and 17 cents a week in the latter case. If allowance could be made for car fares and laundry bills as well as for lodging, the difference in favor of the houseworker would be even greater. On the other hand, the average surplus of the textile-mill workers is \$2 more and that of those in the shoe factories \$2.46 more than that of the houseworkers; but in the former case the difference may be explained partly by the cheap living afforded by the corporation boarding-houses, and in the latter case it is perhaps more apparent than real because of the irregularity of employment at full time. As only a few of the shoe-factory hands report their average weekly earnings for the year as a whole, the average shown is somewhere between the true yearly average and the earnings during the busy season.

### *Support of Others and Savings.*

Of those working in the shop, one sends money home and still saves a little, six others save something, and at least nine spend all they receive. Of the textile-mill workers, one supports four children, but can hardly make both ends meet, while two sisters together support a little girl and still save a little; another helped support her father until recently. A majority save something, and one saved enough to make a visit to England. Five of those working in the shoe factories help others, and



a majority save, though in most cases only a little. Of the restaurant waitresses, three help others and 15 save something; the one who sublets rooms in her flat saves \$200 a year. Of the houseworkers, six help relatives and 13 save, but the savings of one of them was exhausted by doctor's bills at the time of the canvass. One sends her parents \$100 a year and one saves \$50 a year; several have savings bank deposits. One who saves nothing was a little in debt to the Girls' Friendly Society. A chambermaid reports that she can save a good deal on \$6 per week, although she helps support her parents, but at other places her wages had been only \$4 and \$5; another, however, says she can easily save on \$3.50 per week; another, although almost as well dressed as her employer, has saved enough to be fairly well prepared to be married; still another saved enough to go back to Ireland and stay two years. On the whole, saving and assistance of relatives seem to be least common among those working in shops and most general among the waitresses and houseworkers.

#### *Annual Vacation.*

Eleven shop workers, three restaurant waitresses, and an occasional houseworker get one or two weeks' vacation with pay, and the others in both shop and restaurant, as well as those in mill and factory, are in most cases at liberty to take vacations without pay; in some cases this privilege is limited to two weeks or a month, but more often, it is limited only by what the employé can afford. One restaurant waitress reports that if she takes more than a month she becomes a "new girl" at \$5 a week. Sometimes the vacation must be taken in the dull season, if at all, and in some other cases the employé is required to find some one to take her place while she is absent. One shoe-factory employé goes to Nova Scotia every summer. Apparently, only a few of the houseworkers have any vacation privileges whatever; but two report that at some places they have two or three weeks' vacation, sometimes with full pay and sometimes with half pay; at another place the girls often have what is practically a vacation while the family is away, having no work to do except to keep house for themselves.

#### *Lost Working Time.*

Of the shop workers, one loses from two to three months every year, and another one month or more in the dull season. The saleswoman who injured herself by moving articles in the store lost three months, and one other saleswoman was out during the year on account of sickness. The others employed in shops report no lost working time, but one of the newer ones says she waited a long time for her place. Among those in the textile mills, one lost four weeks because of a bad hand, and three report a loss of one or two weeks at stock-taking time; there is also an occasional loss of an hour or two from early closing. Among those in the shoe factories, there is much lost time during the dull season, although

there is seldom a week when there is no work to be done. One says that when her own work is dull she goes elsewhere, but seldom has all she can do; another, that when work is slack in her own factory she works somewhere else half the day; another, that she does not stay in the factory in the dull season when nothing can be made above expenses. None of the restaurant waitresses report any lost time except one, who left her former place because the others employed were coarse and rough, and was out of work for a time before securing her present place. Among the houseworkers, also, there is very little time lost unless voluntarily, or when looking for new places, except while the employers are away.

#### *Employment at Other Occupations.*

None of the shop or textile-mill workers, and only a few in other groups, were employed at any other than their regular occupations during the year, except their own mending, sewing, housework, etc. One of the shop workers, however, formerly sewed with a dressmaker. One of the shoe-factory workers at Haverhill assists the matron of the Young Women's Home, while at Lynn two have the joint management of an eating-house. One restaurant waitress, who was employed as such only six months during the year, did sewing in the busiest season, and another works at the beach in summer as a hotel waitress. One of the houseworkers spent three months waiting on a table in a hospital; another was chambermaid in a private family and also in an institution; and one cook did some general housework. A chambermaid was doing accommodation work by the day while her regular employers were in Europe.

#### *Church Attendance.*

Only six of the shop workers report either regular or occasional church attendance.\* On the other hand, 19 employed in textile mills, 12 in shoe factories, 15 in restaurants, and 19 houseworkers attend church services, although in some cases only occasionally. Three-fourths of the last named are Catholics, and one shop worker teaches in a Catholic Sunday school.

#### *Social Relationships.*

None of those working in shops, restaurant waitresses, or houseworkers report membership in trades unions, but one shoe-factory hand in Haverhill belongs to the Stitchers Union, and eight of those employed in the Fall River textile mills are also trades unionists. Membership in social clubs or other social organizations is scarcely more common than in trades unions, and the organizations which are represented usually combine mutual benefit or insurance features with the social motive. Two working in shops belong to the Women Clerks' Mutual Benefit

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\* The information in regard to church attendance was obtained incidentally rather than from direct questioning. The absence of any report does not necessarily mean non-attendance. M. E. T.

Association; one in a cotton mill and one houseworker to the Girls' Friendly Society; one in a shoe factory to the Lady Foresters; one restaurant waitress to the Pilgrim Fathers; one houseworker to the Women's Auxiliary of the Ancient Order of Hibernians, and another to a club of young women which meets at the School of Housekeeping. In all, five of the houseworkers belong to some such organization — a much larger proportion than in any of the other groups — and one belongs to two organizations.\* One employed in a shoe factory says that her husband belongs to lodges, and that she attends the receptions with him. Another has belonged to a working girls' club which is no longer in existence. One employed in a restaurant also formerly belonged to a club. Several of the shoe-factory and one of the restaurant workers say they would like to belong to something of the kind, but they apparently lack the initiative required to organize it among themselves.

#### *Amusements.*

In spite of the lack of social organizations, the life of these workingwomen is not altogether barren of amusements. Several, however, say they are too tired when their work is finished to be ready for anything but rest. Among those working in shops the theatre appears to be the favorite amusement, but dancing, walking, cycling, and trolley rides or excursions to the seashore are also indulged in. In some cases there are regular dances for young women only. One reports music as her favorite form of entertainment; two say they have no amusements; and another that she is ready to go to bed when she gets home. The textile-mill workers who live at corporation boarding-houses have similar recreations and social times together. The theatre is also a favorite form of amusement among those in the shoe factories who can afford it and are not too tired. Several say that they go to the theatre occasionally, and two that they go often, but one complains that "little that is good" comes to the city in which she is employed, and another says she never goes to anything poor, while one of the Lynn factory workers does her theatre-going in Boston. Other factory employes amuse themselves by cycling, dancing, shopping, or fancy work. Among those employed in restaurants the theatre and dancing are the favorite amusements, while one is very fond of music and is saving money to buy a piano. One often visits friends in the suburbs on Sunday, and in warm weather goes to the beach with swimming parties. Those who live together in a flat have jolly times among themselves. Some of the houseworkers have little or no opportunity for recreation, but some indulge in skating, theatre-going, or dancing, while others spend their free time with relatives or friends. One says that where she was last employed there were

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\* The figures here may be misleading, since, although few of the shop workers questioned belonged to any organization, the "working girls' clubs" are known to draw their membership largely from them. M. E. T.

10 or more employes who had a hall to themselves, and that it was "good as a theatre every night." Another says she would go to the theatre occasionally if she could get away in time and did not have so much bother about getting a key.

### *Reading.*

The returns under this head are very incomplete. Many of the young women interviewed seem to care very little for reading, while others say they are too tired in the evenings to read. Three of the shop workers, however, are reported to enjoy reading, and another reads the works of George Eliot and other good literature. Another says she likes to be at the book counter better than anywhere else. Three employed in textile mills read novels occasionally, and one of these likes history and newspapers also, but says her brain is not equal to her ambition, and that she needs some one to stimulate her efforts. Another, who also takes a daily paper, says she does not read a great deal in what she calls "knowledge books" — that she is too worn out. Two employed in shoe factories, one of whom likes to read, find that their eyes will not hold out if they read at night after stitching all day, while a third considers it fortunate that she does not care to read, as she might hurt her eyes. Two or three are reported to enjoy reading, however, and one gets books from the library. Reading does not seem to be at all general among the restaurant waitresses, though one is reported to read all kinds of books, and another good books. Several of the houseworkers are fond of reading, and one is reported to have a great desire for knowledge. One is familiar with Dickens, and enjoys Tennyson; one is especially fond of poetry (Tennyson, Longfellow, and Thomas Moore being her favorites), and buys a good many books. Another, a Scotch girl, confesses that she used to read a good many novels, but tries now to read only books which are helpful. She is fond of Stevenson, Barrie, and Marie Corelli, and discusses books in her letters; she also reads newspapers and magazines. Another who is fond of reading says she sometimes has the use of the library where she works, but oftener not, and two others speak of reading books furnished by their employers.

### *Education.*

Of those who work in shops, one has taught school, another has a partial high school education, five others report a partial or complete grammar school education, and one attended a parochial school. The education of seven others is reported indefinitely, in four cases as "fair," and in three as "little" or "not much." Of the textile-mill workers, four have a grammar or common school education, while two others attended school until the age of 13 or 14, and another until the age of 10; eight have "little" or "not much" schooling, three "very little,"

and two none at all. The early age at which those employed in textile mills begin work has evidently curtailed their schooling. Those in shoe factories have fared better. One or two are high school graduates, four others have a partial high school education, and five a grammar school education, while two others went to a convent or parochial school, and one attended school until she was 13; a "fair" education is reported for two, and "little" for three others. Of those working in restaurants, one has a partial high school education, and seven a common or grammar school education; one attended a parochial school, and one attends night school after her work. The education of two others is reported as "fair," and that of eight as "little" or "not much." One waitress with very little education, but much enterprise, realized the value of education so much that she sent her younger sister through a Catholic institution. One of the houseworkers has a partial high school education, and four report a common or grammar school education; one of these also went to a convent school. Several of the others probably did equally well in this respect, for five went to school until they were 16 years, one until 17, two until 14, one until 12, and one until 11, while the education of one other is reported as "fair," and that of the remaining four as "little." As nearly as can be estimated from somewhat indefinite returns, those in shoe factories seem to have the most education and those in textile mills least, while the houseworkers seem to be about on a par with those in shops in this respect, and rather better educated than those in restaurants.\*

#### *Personal and Social Characteristics.*

In the matter of intelligence, on the other hand, as nearly as could be judged by the canvasser, the shop workers appear to have an advantage over all the other groups, although the returns under this head are necessarily very indefinite. Six of those employed in shops are reported as "intelligent," one as "thoughtful," one as "bright and thoughtful," and one as "well informed." Of those in textile mills, two are reported as "intelligent," and another as "thoughtful," while a fourth "talks well." Of those in shoe factories, six are reported as "intelligent," and two others "talk well." Of those in restaurants, three are reported as "intelligent," and two others are said to be of "good intelligence." Of the houseworkers, four are reported to be "intelligent," and one as "extremely shrewd and thoughtful," while another is said to use good sense about her work.

The reports under this head depend too much upon the individual impressions of the canvasser to be easily comparable, but it is noticeable

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\* It is very difficult to compare the education of girls who have attended school in Ireland and the country districts of Eastern Canada with that of girls who have had their schooling in Massachusetts. The age at which they have left school is not a fair criterion.

Disregarding figures, a general impression after talking with many girls of the five classes is that as to education the shoe-factory operatives and shop workers are about on a par, — that the restaurant employ   rank next, followed by those employed in housework and in the textile mills. M. E. T.

that the moral standards are favorably reported in a large majority of cases in each group, considering the answers returned, while the same is true of the social standards of the shop and shoe-factory workers. The entries under this head, however, are less instructive than the descriptive remarks indicating how the investigator was impressed by the different women. Many of those in shops, mills, factories, and restaurants distinctly impressed the observer as being personally attractive to a greater or less degree while others are said to have a refined manner. Of one in a shop it is said that she "would not be out of place in almost any society," and the good taste in dress of another is especially noted. Some of those in textile mills are described as "bright and interesting," "cheery and apparently happy," or "jolly and good natured," but one is said to be very unattractive and of a low order of intelligence. One of those in a shoe factory is described as "intelligent, thrifty, neat, full of resources;" another as "self-possessed, gracious, courageous, and happy;" others were found to be interesting in conversation, and another is described as "the kind of person one would like to meet again." One of the restaurant employes who was formerly in domestic service is described as of a "rather superior type," and others as "independent and self-respecting" or "cheerful and bright." Six of the houseworkers are especially reported as being well or neatly dressed. Another is said to have a "pleasant manner and appearance." Another's appearance, general bearing, and conversation are said to indicate high standards. Two are described as "independent," and one as "not attractive and not very responsive."

#### *Contentment and Attitude towards Work.*

In each group a large majority of those reported under this head are found to be contented with their present work, and there are some in each group who even say they enjoy their work; but one in a shop and two or three in each of the other groups are reported as not satisfied, or as ambitious for better things. Some of those in shoe factories say they are satisfied with their work when it is steady, or when they have plenty of it. Several in shops look upon the position of saleswoman as very desirable, and one says that the employes like the excitement of a large store. Several also express the opinion that store work is not especially wearing, although they do find some customers annoying. On the other hand, one thinks the work of a saleswoman very trying, and does not like the contact with people, who, she says, are often insulting; and another complains that the work is severe and the customers hard to deal with; but both are attracted by the short hours and freedom when work is over. One is trying to study physical culture with the idea of teaching it, and another who was formerly a teacher intends to return to that employment at some future time, and says she "would sweep the streets before she would do housework." Another says she "drifted" into the

store, but if the choice were to be made again she would go into housework, if it were not for the long hours and loss of Sundays. Another girl likes housework itself, but would not do it for any one except her mother; the long hours and loss of Sundays are her chief objection also, but she thinks the personal contact with employers in the home is more irritating than the strictly business relations existing with her employers in the store, nor does she believe that housework will ever be managed in a business-like way. One shop worker whose wage was \$4 a week, out of which she paid \$3 for board and 60 cents for car fare, has left the shop to take a course at the School of Housekeeping, with a view to domestic service. She has found that she could not subsist on her wages, while "a girl in housework is sure of a good home."

Two of those working in textile mills have been employed in housework, but prefer mill work on account of the shorter hours and greater freedom; one of them also says that she did not get enough to eat while in domestic service, although as far as the housework itself is concerned, she prefers it to mill work. Only one or two of these employes express any dislike for housework in itself, but several speak favorably of the independence of mill life. One of them, who is described as about on a par with the average houseworker in intelligence, says she "would scorn housework — she does not want to be at everybody's beck and call;" while another, who is less favorably described, says she would not do housework for any one. On the other hand, an English girl who has been in America for seven years thinks the houseworkers are not looked down upon here as they are in England, and would like to do table work.

Some of those working in shoe factories are enthusiastic in praise of their employment, although one says frankly that she does not like factory work. Another says that she enjoys being employed in company with others, and that work in the factory agrees with her better than housework at home; another says that she would like housework itself, if there were limited hours and business-like methods; but both of these agree that they would not do housework for others, because they would not be "bossed around." One of those in the factory has a sister employed at housework, but she herself would not be willing to lose her evenings and Sundays. Others also say that it is the free time of the evenings, Saturday afternoons, and Sundays that makes factory work preferable.

Three of the restaurant waitresses have been engaged in housework, but prefer restaurant work because of the greater freedom. Two say that they would prefer housework except for the longer hours or other undesirable conditions. Several speak of the "cranky" or annoying customers they have to deal with, and some of them think restaurant work bad for their dispositions. One refused to work where wines or strong drinks were served.

Among the houseworkers, three say they enjoy the work, but one, who is very independent, is dissatisfied with the conditions, and another is sometimes discouraged because her work is not appreciated, and contemplates taking a nurse's course. Another says she prefers work in an institution to employment in a private family, but she is saving money in order to learn stenography. One says she hates housework, and has no time to see her friends and relatives; while an intelligent chambermaid, whose surroundings are unusually good, and who works where there are several others employed, nevertheless feels that housework is slavery. Three of those interviewed have either attended the School of Housekeeping or have decided to do so, in order to get better places; one of these aspires to be a housekeeper and oversee others. Another, who is helping her sister to take a course of training at the School of Housekeeping, desires to become a specialist in parlor work, for the sake of greater independence.

#### CONCLUSION.

In summarizing the foregoing facts, it must be borne in mind that since the number of cases is small, the results must not be considered as absolute. Such a summary can merely reflect impressions, and, as has been said, is valuable chiefly in stimulating further investigation. So far as warranted by the evidence presented by the 20 employes in each of the five branches of employment covered in the investigation, the following general statements are formulated:

The advantages open to *shop workers* include short hours and vacation privileges, comparatively steady work under healthful conditions, definite business relations with the employer, and opportunity for promotion. On the other hand, wages are comparatively low, and the field of employment limited, as compared with the number seeking places. If employment is lost, months of idleness may follow. The standard of living and intelligence found among the shop workers was higher than that obtaining in either of the other groups, partly due, no doubt, to the fact that they were principally native born, representing the results of the home training and education prevailing in this country. On the whole, what may be termed their content of life would seem to be fuller than that of the other workingwomen covered by the investigation. That is, while their earnings may be less, their sum-total of satisfaction, under the conditions surrounding them in their employment, is apparently greater.

With respect to the standard of living and general social and intellectual status, the *shoe-factory employes* covered by the investigation who were also largely native born, rank next to the shop workers, followed in order named by the *textile-mill employes*, the *employes in restaurants*, and the *houseworkers*. The shoe-factory employes are subject to the seasonal depressions occurring in the industry, which, of course, diminish their earnings. The earnings of those who were interviewed, however, enabled



them to live comfortably and to save money. Together with the textile-mill employes, they have the advantages of definite working hours, free Sundays, and opportunity for vacations, which are also possessed by the shop workers.

The *employes in restaurants* are under less restraint than the houseworkers, and their working time is more definitely limited, off-time being entirely at their own disposal. The number of hours during which they are subject to the control of the employer is usually less than in housework.

The social and economic conditions prevailing in domestic service place it quite apart from the other groups. It appears that *houseworkers* have less free time and fewer vacation privileges than the women in other groups; that these employes are generally foreign born; and that they have had fewer educational opportunities than the others. The conditions of their employment, especially when but one employé is engaged in a family, often isolate them from other workers and tend to a narrower point of view. Their home surroundings, and, to a large extent, their social environment, must vary greatly, since these are dependent on the conditions prevailing in the families in which they are employed, and are largely governed by the will of the employer; and their content of life must be correspondingly affected.

On the other hand, housework has a decided advantage from the standpoint of healthfulness, and the food and general surroundings of the employes in housework are frequently somewhat better than in other employments. Making due allowance for board and lodging, the wages of the houseworkers appear to be better also; at any rate, they seem to have a larger surplus. A fairly skilful houseworker is in little danger of being out of employment for any length of time. The consideration which more than anything else leads women to prefer factory, shop, or restaurant work to housework, appears to be the greater independence enjoyed in those employments.

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## REVIEW OF EMPLOYMENT AND EARNINGS.

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SIX MONTHS ENDING APRIL 30, 1901.

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The summary of conditions affecting employment and earnings usually presented quarterly was omitted in the February issue of the Bulletin, and the present review therefore covers six months instead of three. It is, as usual, based upon special reports and comparisons made by agents of the Bureau, relating to the principal industrial districts of the Com-

monwealth. The statistics of persons employed and of earnings are based upon comparisons for the weeks ending October 13, 1900, and April 13, 1901.

**BOSTON.** Reports from the clothing industry indicate but little change in employment or earnings as compared with conditions existing in October. Unseasonable weather during the winter has restricted output. The cost of cloth has slightly decreased, and selling values have been correspondingly lowered. Establishments are running on full time, but not to full capacity. Wages are unchanged and collections good.

In Cooking, Lighting, and Heating Apparatus (especially lamps and electrical and gas fixtures), business is less active than at the date of our last report, with diminished employment and earnings, due in part to the diminished activity in the building industry. Improvement is anticipated, however. The cost of materials is unchanged in general, although a decrease is reported in some cases. Establishments are running on full time, but only to about 60 per cent of full capacity. Selling prices and wages unchanged; collections good.

In Metals and Metallic Goods, improvement in the volume of business is reported. A larger number of persons are employed than in October and a larger amount disbursed in earnings. In the iron foundries, especially, business has greatly improved during the last two months, except in those immediately connected with the manufacture of stoves and furnaces, which, on account of the season, are less active. In the brass foundries and establishments engaged in brass and copper work, general improvement is shown as compared with the closing months of 1900. In the manufacture of tinware and kitchen utensils conditions remain unchanged since our last report. Insignificant changes, confined to slight decreases in some instances, are reported in cost of materials. Establishments are running on full time, but not to full capacity. Selling prices and wages are unchanged since October.

In Machines and Machinery, business was quiet during the latter part of 1900, but within the past two months has shown a decided improvement. Some grades of iron and steel have advanced in price, while no change is reported in selling price of the manufactured product in this industry. Establishments are running on full time, and in some cases to full capacity. One firm reports that they have reduced hours of labor to nine per day without reducing wages, and that results are satisfactory. Another firm reports that its business has increased to such an extent as to require the erection of a building covering 17,000 square feet. Except as noted, no change is reported in rates of wages. Collections are good.

In the manufacture of musical instruments, especially pianos, business has shown no decline during the past six months, but at the close of the period under review less activity is manifested than at the corresponding date in 1900. One large firm is transferring its manufacturing department to the West in order to reduce the expense of freight, as

their product is largely sold there and the lumber used is all bought in the Western market. With this exception, establishments are running on full time, and to about 85 per cent of full capacity. No change is reported in cost of materials, selling prices, or wages; collections good.

In the building industry, increased activity was apparent as early as December, 1900, and it has continued until the close of the period under review. There are more plans and more actual work in the market at present than for some months past, and contracts are rapidly placed. Many contractors report more business in hand than for some years, and although this statement will not apply to all, the marked improvement in conditions is generally recognized. Although activity in high-priced residential and summer construction was not felt as early this year as was expected, nevertheless, there has been as much employment in these directions as during the corresponding season in 1900, February and March being exceptionally busy months. The margin for profit on contracts still continues small under competition. The tendency is toward higher prices in lumber; building iron shows a slight advance; bricks are nominally higher, although under concessions purchases may be effected at last year's prices; cement is lower. Wages are unchanged since October. The brickmasons have taken preliminary action toward an increase of five cents per hour over the rate of 45 cents established in 1900. The proposition has been presented to the master builders.

In the brewing industry, demand is said to equal that for the corresponding months in 1900, with prospects of increased output for the year. The following statement shows comparative production of malt liquors in Massachusetts, by months, for the period under review: Brewed in October, 1900, 160,793 barrels; November, 138,569 barrels; December, 131,887 barrels; January, 1901, 108,484 barrels; February, 107,785 barrels; March, 132,239 barrels. The aggregate number of barrels brewed during the first three months of the present year was 348,508 as against 342,366 brewed during the first three months of 1900. Combinations in the industry are expected to reduce expenses of distribution, with perhaps better financial results for all concerned in production. Establishments are running at from 45 per cent to full capacity. Wages are unchanged. Malt is from seven to ten cents higher than in 1900; and hops have advanced in price about five cents, which, with other changes in the cost of materials entering into the product, are said to offset, on the average, the reduction in the government tax, amounting to 25 cents per barrel, which goes into effect July 1. Selling prices are nominally the same as at the date of our last report. Collections are slow, as is usual during the weeks immediately preceding the date for payment of the retailers' license fees.

In the manufacture of temperance drinks, demand is somewhat below normal on account of the weather conditions, although if the whole period under review, beginning with October, 1900, be taken into account, it

has been up to the average of previous years. Establishments are running from 30 to 75 per cent of full capacity. Wages are substantially the same as in October. In some instances the cost of materials of manufacture has advanced. Selling prices are unchanged; collections are reported slow, under conditions similar to those prevailing in the brewing industry.

In Printing, Publishing, and Bookbinding, nearly all the establishments engaged in general printing, from which returns were secured, report good business during the winter months and that activity still continues, with favorable prospects for the immediate future. Substantially the same statement may be made as to establishments engaged upon special and fine printing. In all lines orders are more numerous than in 1900, and in some cases a considerable amount of night work is required. A few establishments, which have experienced a rather quiet winter, report increased activity, while a small number, whose heaviest month since our last report was March, show a slight decrease since. Book printers have had plenty of work during the winter, and there has been a gradual increase since the opening of the year, as compared with the corresponding season in 1900. In general, establishments in the entire industry are running on full time, and from 40 to 60 per cent of full capacity, the larger proportion of them running full. Wages have not changed since October except that the minimum price paid compositors on day work was advanced March 1 one dollar per week, namely, from \$15 to \$16, with a corresponding increase in the pay of piece hands, the advance following a demand made by the Typographical Union. Cost of stock is substantially unchanged, with a downward tendency in certain kinds of paper. Prices received for work are no more satisfactory than for some time past, and keen competition still keeps the margin of profit narrow. It is hoped, however, that it may be possible soon to introduce a plan for securing uniformity of rates in the industry. Collections are from fair to good.

Establishments in various industries reporting 7,077 employes for the week ending October 13, 1900, return 6,636 for the week ending April 13, 1901, a decline of 6.23 per cent. The weekly payrolls, respectively, declined from \$87,151 to \$80,404, or 7.74 per cent.

**BROCKTON.** In the boot and shoe industry, demand for men's, youths', and boys' shoes is fully equal to that shown for the same period in 1900, with enlarged output reported from some establishments. At the close of the period under review, orders are decreasing for seasonal reasons. Shipments for January, February, and March show a slight decrease in the total of cases shipped, but the variation of the number of pairs packed to the case modifies the comparison. The demand for tan and colored goods is less than in 1900. It is generally believed that the end of the spring season will show as large, if not a larger, volume of business than was done during corresponding months last year. Foreign

demand is encouraging, as reported from establishments engaged in the export trade. Factories are running on full time, and from 50 per cent to full capacity. Wages are unchanged since October, 1900. Cost of stock is higher in some grades, and the rates are generally stiffer for all kinds of leather. Selling prices are practically unchanged, with slight increases in some instances, paralleling the advance in price of stock. Collections are generally good. The following table shows the shipments from the city for the six months beginning October 1, 1899 and 1900, respectively :

MONTHS.	CASES OF BOOTS AND SHOES SHIPPED —	
	1899-1900	1900-1901
October, . . . . .	43,170	44,057
November, . . . . .	37,168	46,348
December, . . . . .	37,526	33,918
January, . . . . .	45,770	39,694
February, . . . . .	48,248	45,058
March, . . . . .	64,671	70,166
TOTALS, . . . . .	276,548	279,231

Returns from establishments reporting the number of persons employed for the weeks ending October 13, 1900, and April 13, 1901, indicate a decrease of 3.92 per cent, the decline in the weekly payroll amounting to 16.47 per cent; the declines are principally due to the difference in seasons.

**CAMBRIDGE.** Reports from the boiler-making industry vary, some firms reporting improved business, while others show a decline. One firm states that the volume of its business has decreased during the six months covered by this review fully 60 per cent, largely on account of the inability to obtain raw material. The combinations in the iron and steel trade are regarded with some apprehension, and are subjected to more or less criticism. In machine shops and foundries, no important change in conditions is reported since October, with apparent indications of activity in the immediate future. Establishments are running on full time, but not to full capacity. Cost of stock, selling prices, and wages are unchanged; collections fair.

In Metals and Metallic Goods, especially the manufacture of kitchen utensils, a large reduction in the number of persons employed, as well as diminished earnings, is reported, resulting from the failure of one of the larger establishments.

The number of persons employed for the weeks ending October 13, 1900, and April 13, 1901, as reported from identical establishments, declined 16.56 per cent, the weekly payroll declining 19.34 per cent. The decline is largely accounted for, however, by the exceptional incident reported in Metals and Metallic Goods.

**CHICOPEE.** In the cotton industry, mills are running on full time and to full capacity. A large amount of manufactured goods remains unsold, however, and present prospects are hardly as favorable as they appeared at the corresponding date in 1900. May and June are the months in which largest sales are expected, however. The cost of raw cotton and of cotton yarn has decreased during the six months under review, and selling prices of the finished product have also been reduced. Wages are unchanged; collections good. One establishment has enlarged its plant, and when the extension is in full operation will furnish additional employment to about 250 persons.

In the woollen and knit goods industry, the number of persons employed has decreased since October, partly on account of the change in seasons. Returning salesmen report that merchants are well supplied with goods. Establishments are running on full time, however, and to about 70 per cent of full capacity. The cost of stock and selling prices have slightly decreased; wages remain unchanged; collections good.

Establishments in the different industries reporting for the weeks ending October 13, 1900, and April 13, 1901, show an increase in persons employed from 3,030 to 3,148, or 3.89 per cent; the earnings for each week, respectively, rising from \$18,071 to \$18,654, or 3.23 per cent.

**FALL RIVER.** Conditions in the cotton industry at the close of the period under review are not satisfactory. Diminished demand is reported as compared with the corresponding months of 1900, not only for print cloths, but for coarse goods and yarns. Complaint is made of the effect of outside competition, particularly that of the Southern mills. When the demand is limited as at present this competition is felt more severely than it would be otherwise. Naturally, some criticism is heard respecting the present selling agreements governing the mills in the city. Factories engaged upon colored cotton goods, odds, and fancies, report a more prosperous season than has prevailed in the industry, as a whole; nevertheless, demand has been poor in comparison with any part of 1900. Sales could possibly be effected at concessions, but these are not felt to be warranted. Establishments in the entire industry are running full or nearly full time except as closed down under agreement to restrict production; employment has decreased, however, as compared with October, 1900. The cost of stock and selling prices of product are lower than in October; wages are unchanged; collections good.

Establishments reporting 6,196 persons employed for the week ending October 13, 1900, report 5,537 for the week ending April 13, 1901, a loss of 10.64 per cent, the weekly payroll declining from \$43,668 to \$39,289, a decrease of 10.03 per cent.

**HAVERHILL.** The boot and shoe industry has greatly improved, as compared with the corresponding date in 1900, and also as compared with conditions existing in October, 1900. The shipments from

the city for the six months ending April 13 aggregated 218,425 cases, as compared with 142,555 for the previous six months, and as against 281,633 cases for the six months ending April 13, 1900. Slight changes are reported in the cost of leather, but, upon the whole, the cost of materials of manufacture remains substantially as at the date of our last report. One establishment has been closed during the past month on account of changing from machine to hand-made goods. Otherwise, factories are running on full time but not to full capacity. The employes in certain departments of one establishment accepted a reduction in wages in 1900, which, upon the average, amounted to 10 per cent. The old rates have been restored, however, and a further advance made, so that those whose pay was reduced have received an average increase of about 15 per cent. With this exception, wages are unchanged; selling prices are also unchanged; collections are good.

Identical firms reporting for the weeks ending October 13, 1900, and April 13, 1901, return an increase in persons employed from 1,780 to 2,881, or 61.85 per cent. The amount of weekly earnings for the persons reported, as employed in each week named, rose from \$16,135 to \$29,702, an increase of 84.08 per cent.

**HOLYOKE.** In the paper industry, the mills are running on full time and to full capacity, except that temporary shutdowns in certain departments have been caused by high water. Manufacturers report plenty of orders on hand and consider the prospects favorable for the future. A slight decrease is noted in the price of rags; otherwise, there is no change in the cost of raw materials. Selling prices remain unchanged, although a decline in some grades of paper is anticipated. Wages remain unchanged since October; collections are good.

In the cotton industry, sales of cloth have been much restricted during the past six months, but orders are now being received and prospects are brightening. In the manufacture of thread, conditions show little change since October, while in cotton warps and yarns less activity is noted. As in the paper industry, the operation of the mills has been somewhat affected by high water. The cost of materials of manufacture has decreased, as well as the selling price of the finished product. No change is reported in wages; collections are good.

In the woollen and worsted industries, mills are running on full time and to full capacity, although manufacturers report business as quiet, with but few advance orders. The cost of stock has decreased, and selling prices are low and unsatisfactory. Wages remain unchanged; collections are reported fair.

Establishments reporting 6,962 employes on the rolls for the week ending October 13, 1900, return 7,086 for the week ending April 13, 1901, an increase of 1.78 per cent. The weekly payroll increased from \$53,838 to \$54,924, or 2.02 per cent.

**LAWRENCE.** In the cotton industry here, as elsewhere, the

situation is far from satisfactory, and the demand for certain kinds of goods has fallen off greatly as compared with the opening months of 1900. The causes affecting the textile industry in Lowell, Fall River, New Bedford, and Holyoke, have had similar results in Lawrence, although not uniformly severe in all departments. Curtailment of production in Fall River mills has produced no improvement here. The opinion is generally expressed, however, that conditions will change in the immediate future. Mills engaged in manufacturing shirtings, sheetings, skirtings, tickings, and awnings have been somewhat busier than those devoted to print goods; and the demand for gingham, dress goods, drillings, and denims has been nearly up to the level of last year. Hence, the mills manufacturing such goods have been active during the winter and spring. There has also been a good demand for duck.

In cotton yarns, the mills have been busy during the spring on new orders, and there has been a fair demand for worsted yarns during the closing weeks of the period under review, although prior to that time the mills were not as active as in 1900. In worsted goods, demand has been fair during the spring, although not up to the level of the same months in 1900, and prices rule lower than at that time. In woollens also, the mills are less active than in 1900, and the season opened later than usual. A fair average season is expected, however. All the cotton and worsted, cloth and yarn mills are running on full time at present, although the woollen mills are running from 80 per cent to full capacity. Employment and earnings have, on the whole, increased since our last report. Rates of wages are unchanged; the cost of cotton and wool has declined; collections are excellent.

Establishments reporting for each of the weeks ending October 13, 1900, and April 13, 1901, return an increase in the number employed from 14,804 to 17,702, a gain of 19.58 per cent; and an increase in aggregate weekly earnings from \$109,575 to \$141,425, or 29.07 per cent.

**LOWELL.** In the cotton industry, substantially the same conditions are reported as appear in other centres of the industry. As compared with corresponding months of 1900, or with conditions prevailing in October last, demand is much restricted. Offers for sheetings are confined to small lots. Export goods are not in active request. Bids for large lots of cotton cloth have been received by selling agents from China, but at prices too low for acceptance. Some sales of brown cottons, colored goods, and prints are reported for the South American trade, which at present is the best foreign market. The outward movement of goods since January 1, although less than that for the opening months of 1900, compares favorably with any year prior to 1899. Present conditions are ascribed to overproduction; the disturbance of the Chinese market, due to the unsettled conditions prevailing in that country; and also in great measure to the declining price of raw cotton. As there is no pressing demand for immediate consumption, orders are limited to



immediate needs only, the state of the raw cotton market being always kept in view. It is thought, however, that selling prices have reached their lowest level, and improvement is therefore anticipated. The mills are running on full time, and some of them to full capacity; but in general, production is restricted, correspondingly affecting employment and earnings, and preparations have been made to still further reduce the amount of machinery operated unless the situation changes. In one case this reduction, if carried out, will reach 65 per cent of the productive capacity of the establishment. High water has caused temporary shut-downs in some of the mills. Rates of wages are unchanged; cost of stock and selling prices are lower than in October, 1900; collections are excellent.

In the woollen industry, conditions are somewhat similar to those reported in Cotton Goods. Demand has been especially poor for goods designed for men's wear. Complaint is heard of the effect of overproduction and of the decline in the price of raw material. The mills generally made extensive purchases of stock during the closing months of 1900, when prices were much higher than those now prevailing. Establishments are running from 80 per cent to full capacity. Mills upon the Merrimac River were affected by high water, but those upon the Concord escaped. Rates of wages have not changed during the six months covered by this review, but earnings of piece workers are of course affected by diminished employment. The cost of raw wool has materially declined and is extremely low. Collections are good.

In Machines and Machinery, principally textile machinery, orders are restricted, paralleling the current depression in the textile goods industry; nevertheless, establishments have not yet filled orders on hand, and there is more than the normal number of persons employed. Establishments are running on full time, and from 70 per cent to full capacity. In general, rates of wages have not changed since our last report, but since reductions in the working force have been made, and will probably continue to be made during the remainder of the present year, earnings per person will perhaps average higher, as the discharges have been generally confined to the less skilful workmen. The cost of stock has advanced somewhat, and selling prices of product have changed correspondingly. Collections are good.

In the bobbin industry, demand has greatly fallen off since October, 1900, in consequence of the depression in the textile mills, and compares very unfavorably with the corresponding months of 1900. Activity is not expected until conditions improve in the cotton goods and woollen industries. Factories are running only 56½ hours per week, and to only about two-thirds of their full capacity. Rates of wages, cost of stock, and selling prices are unchanged since October, although earnings are diminished on account of diminished employment. Collections are good.

Establishments engaged in steam heating and contracting report a better business during the winter than for the corresponding months in 1900, and activity was continued nearly up to April 1. In the building industry, in general, there is more activity than during the opening months of 1900, although this has not affected contractors for heating apparatus as yet. Rates of wages, cost of stock, and selling prices are unchanged; collections are slow.

The number on the rolls for each of the weeks compared, ending October 13, 1900, and April 13, 1901, based upon establishments reporting in the different industries, declined from 16,661 to 14,685, or 11.86 per cent; and the amount of the weekly payroll in these establishments dropped from \$124,592 to \$105,801, a decline of 15.08 per cent.

**LYNN.** Business in the boot and shoe industry is generally satisfactory, with somewhat fuller employment than at the date of our last report. Nearly all the establishments visited report demand fully equal to that of the corresponding months in 1900, and many show an increase. Orders, as a rule, hold out well during the present season, and demand is steadier than for several years past. The wet weather has somewhat affected the volume of sales from factories engaged in supplying retailers directly, but, as a rule, these firms report a much greater volume of business than during the corresponding months of 1900, and orders for the better grades of goods are increasing in volume. Foreign demand remains substantially as it was during the early months of 1900, so far as reported from establishments interested in the export trade; but more general attention is being attracted to this outlet for products, and several establishments have begun manufacturing for export since our last report.

The demand for slippers is better than in 1900. Factories devoted to their production are running from two-thirds to full capacity, and all upon full time. Wages throughout the industry are generally unchanged since October, with advances to lasters reported in some instances approximating 30 per cent, in consequence of strikes in January of the present year. The cost of upper stock, although nominally unchanged since October, is really higher on account of the reduction in quality. Sole leather is quoted at rates then prevailing, with concessions, however, on lower grades. Selling prices show no material changes; collections are good.

In the leather industry, demand has been fair for goat leather during the winter, with a slight diminution throughout the spring months. Apparently, however, less immediate activity is to be expected, although for the season, as a whole, prospects are favorable. Sheep leather finishers, as well as manufacturers of goat, who dry skins in the air, have been handicapped by the wet weather during April. Foreign demand is brisk. The output of kid is restricted as compared with the corresponding season in 1900, with accumulations of product at the

factories. The backward spring has affected this branch of the industry adversely. Establishments are running full time, and from 75 per cent to full capacity. The cost of stock is unchanged since October, but scarcity in skins is reported. Collections are good.

Establishments in the different industries reporting 1,881 persons on the rolls for the week ending October 13, 1900, return 1,993 for the week ending April 13, 1901, an increase of 5.95 per cent; the weekly earnings rising from \$18,730 to \$20,881, a gain of 11.48 per cent.

**NEW BEDFORD.** As in other centres of the cotton industry, sales of cloth have been restricted since January, but a revival of activity is expected. Here, as elsewhere, the drop in the price of raw cotton is considered the most potent factor in the present situation. Mills are running on full time, however, and to full or nearly full capacity, although fewer persons are employed than in October, 1900.

The demand for cotton yarns has declined, accompanying the stagnation in the cloth market. Weavers are buying to meet immediate requirements only. The yarn mills are running on short time, except in the thread departments. The anticipated improvement in the cloth market will much improve conditions in the yarn mills. In the industry, in general, wages have not changed since October, although the cost of stock, as well as the price of product, is much lower. Collections are excellent.

The number employed, in establishments reporting for the weeks ending October 13, 1900, and April 13, 1901, declined from 6,152 to 5,616, or 8.71 per cent; and the weekly earnings for the weeks compared declined from \$46,815 to \$39,186, or 16.30 per cent.

**Peabody.** Demand for sheep leather from November 1, 1900, to March 1 of the present year was fully as good as for the corresponding period in 1899 and 1900. The usual seasonal decline was felt earlier this year than usual, particularly in the production of the higher grades of leather, although some manufacturers report a demand for the lower grades as good as they have ever known. Orders for goat and India kid are slow, and the winter's business in these lines was not as good as in 1900. The wet weather during April has seriously affected production in these lines, as it has prevented the drying of skins, and for this reason there are many orders on hand that cannot be at once filled. Factories in Peabody dry principally in the open air. Finishers of fancy sheep leather report demand up to the average during the past winter, and the spring output equal to that of 1900. Wages have not changed since October. The cost of skins is nominally unchanged, but the average quality is not so good, and they are scarce, market offerings being taken up immediately by manufacturers. The low price of wool has decreased the volume of wool-pulling, so that picklers are short of pelts. Selling prices of sheep leather remain substantially as in October, and those of goat leather have advanced, but ruling rates leave only a narrow margin for profits.

Collections are good. The manufacture of heavy upper leather (wax kip and splits) has been practically abandoned here, and it is doubtful if it ever again becomes important in the industries of the town.

In Machines and Machinery, principally leather machinery, demand has been better during the past winter than during the same months in 1900, and has continued strong throughout the spring. Night work is reported in order to fill contracts. Establishments are running from 80 per cent to full capacity. Collections are slow.

The number of employes reported on the payrolls in identical establishments for the weeks ending October 13, 1900, and April 13, 1901, show an increase from 1,046 to 1,143, or 9.27 per cent; the weekly payroll rising from \$10,076 to \$11,679, or 15.91 per cent.

**WOBURN.** Conditions in the leather industry have somewhat improved during the opening months of the present year. The introduction of machinery in one establishment is said to have reduced the number of employes without decreasing production. In another instance, however, machines introduced to take the place of striking employes have not proved entirely successful on all grades of leather, and the men have been taken back, but at the old wages. Diminished employment, in some instances due to changes in the character of the product, will, it is thought, be overcome by enlarged output of patent leather, which certain firms are preparing to manufacture. The re-occupation and enlargement of a plant which has been lying idle will, it is anticipated, furnish employment to from 125 to 150 persons. In the manufacture of stiffenings, heels, and inner soles, business during the six months covered by this report has shown diminished activity. Cost of stock, selling prices, and wages are unchanged.

The number of persons employed, as returned from identical establishments reporting for the weeks ending October 13, 1900, and April 13, 1901, rose from 1,199 to 1,235, a gain of three per cent; the weekly payroll rising from \$11,119 to \$11,847, or 6.55 per cent.

**WORCESTER.** In Machines and Machinery, business is less active than in October, although a larger number of employes are upon the rolls. A decline in the export trade for machine tools, such as lathes and milling machines, is reported, especially caused by diminished demand from England and Germany; there is, however, an increased output for the home market. In general, improvement in the industry is noted since April 1, and it is expected to continue. The cost of iron and steel has slightly advanced since our last report; selling prices and wages are unchanged.

In Metals and Metallic Goods, business has improved, especially in the manufacture of wire goods, with enlarged employment and earnings. Only slight changes are noted in the cost of stock and selling prices. Establishments are running on full time, and nearly to full capacity. Wages are unchanged.

In the woollen goods industry, especially satinetts, conditions remain substantially as in October, with a fair outlook for the present year. A slight decrease is reported in the cost of raw materials, with but little change in selling prices, although the latter have a downward tendency. Establishments are running on full time and to full capacity. Wages unchanged; collections good.

The building industry in this city has been very quiet during recent months. One of the largest firms states that it has not taken any contracts for some time, but it is believed that improvement will soon be felt. Increased activity is noted in the building stone industry as compared with corresponding months in 1900. This is considered a favorable indication for general improvement in building. Firms are employing a larger number of granite and soft stone cutters. One firm states that it has just taken on 50 men and requires 50 others. Wages in general remain unchanged, although the soft-stone cutters are to receive four cents additional per hour, with a reduction of time to eight hours per day, on and after the first of May.

As reported from establishments in the different industries, from which returns were secured for each of the weeks ending October 13, 1900, and April 13, 1901, the number employed increased from 6,232 to 6,991, or 12.18 per cent; the earnings for each week increasing from \$73,059 to \$80,567, a gain of 10.28 per cent.

To summarize: The reports by industries indicate a decline in the number of persons employed during the week ending April 13, 1901, as compared with that ending October 13, 1900, in the following industries: Building; Clothing; Cooking, Lighting, and Heating Apparatus; Cotton Goods; Liquors (Malt); Machines and Machinery; and Musical Instruments and Materials.

The following industries show an increase under a similar comparison: Boots and Shoes (except soles, heels, and cut stock, in which a slight decline appears); Leather; Liquors (Bottled) and Carbonated Beverages; Metals and Metallic Goods; Paper; Printing, Publishing, and Bookbinding; Print Works, Dye Works, and Bleacheries; Woollen Goods; and Worsted Goods. In all the above-named industries, except Boots and Shoes, Building, Cotton Goods, Leather, Machines and Machinery, Metals and Metallic Goods, Woollen Goods, and Worsted Goods, the changes are very slight.

In the aggregate, establishments which were canvassed in the different industries show an increase in number of persons employed in the comparison of weeks named from 74,256 to 75,781, or 2.05 per cent, the weekly payroll for these persons rising from \$627,628 to \$646,557, or 3.02 per cent.

By cities, the comparison for the weeks named indicates a less number employed in Boston, Brockton, Cambridge, Fall River, Lowell, and

New Bedford; and a larger number employed in Chicopee, Haverhill, Holyoke, Lawrence, Lynn, Peabody, Woburn, and Worcester.

It will be noticed that the establishments entering into the foregoing comparison returned 75,781 employes for the week ending April 13. Of these, 73,821 were employed in establishments from which reports were received at nearly corresponding dates in 1899 and 1900. For purposes of extended comparison, therefore, the returns from these establishments at three different dates are brought together in the following table:

WEEKS ENDING —	Number employed	Weekly Earnings
April 1, 1899, . . . . .	73,005	\$587,525
April 14, 1900, . . . . .	77,486	600,814
April 13, 1901, . . . . .	73,821	632,896

The number employed for the week selected in 1901 is but slightly larger (1.12 per cent) than for the week which nearly corresponds in 1899, the weekly payroll, however, being 7.72 per cent larger at the later than at the earlier date. Expressed in terms of percentages, employes as reported from these typical establishments increased 6.14 per cent in April, 1900, as against April, 1899, and declined 4.73 per cent in the succeeding 12 months. The weekly payroll increased 12.47 per cent in April, 1900, as compared with the preceding April, and from this level a decrease of 4.23 per cent is shown in April, 1901.

Quarterly reports, as presented in previous issues of the Bulletin, enable us to gauge the trend of employment since February, 1898. If 100 be established as an index figure representing the aggregate number employed at that time, we find little change in the two following quarters, the index figure in August, 1898, being 100.65. From that time onward a constantly increasing number of persons employed is indicated, the highest level being reached in January, 1900, the index figure becoming 122.35. A slight decline followed until April, 1900. The midsummer depression in 1900 brought the index figure to 102.50 in July, or nearly down to the level of February, 1898. Under a revival of activity in the autumn the index figure rose to 107.63 in October, and the gain in April of the present year brings it to 109.84 or 9.84 points (which may be considered as 9.84 per cent) above the level of February, 1898, and, as has been said, substantially to the level of the corresponding date in 1899. The course of employment as thus described, derived from the reports of our agents in the Bulletin service, has been compared with the conditions shown by the returns obtained in the Annual Statistics of Manufactures at the close of each year. These returns give the number employed by months in a very much larger number of establishments, and although the index figures based upon the more complete returns vary somewhat from those just cited, the general trend is the same, sub-

stantiating the accuracy of each line of statistics. The period beginning with August, 1898, and ending with January, 1900, was clearly one of unusual expansion of employment and of earnings, although followed by a sharp contraction in both respects, culminating in July, 1900. Since then, it is encouraging to note a normal recovery.

## RESIDENTIAL CONDITIONS OF WOMEN AND GIRLS EMPLOYED IN TRADE AND MANUFACTURES.

This Bureau has received inquiries recently from persons interested in the home life of working girls in our larger cities, as to the number who live at home or in lodging and boarding houses, respectively.

The following tables present the facts upon these points, as disclosed by the Decennial State Census. These statistics have never before been collated.

It should perhaps be explained that the term "at home" covers all who were keeping house in independent apartments of their own, or who were living with parents or other relatives, or were members of private families, not engaged in the business of keeping boarders. Those reported as lodging or boarding were living in lodging-houses (*i. e.*, were sleeping in one house and taking meals out), or boarding-houses (*i. e.*, sleeping and taking meals in the same house). Of course, many who were living with parents or other relatives or in private families, as above explained, were paying board, and in that sense were boarders, but the distinction observed in the tables which follow is between the residents of lodging and boarding houses and those of the home, as that distinction is usually drawn and understood.

The first table contains statistics of women and girls employed in Trade in the cities of Boston and Worcester.

CITIES AND OCCUPATIONS.	NUMBER OF FEMALE EMPLOYEES—			
	At Home	Lodging	Boarding	Totals
<b>Boston.</b>				
Trade, aggregates, . . . . .	7,409	1,470	324	9,203
Saleswomen, . . . . .	2,885	585	140	3,610
Accountants, bookkeepers, clerks, etc., . . .	3,331	760	139	4,230
All other branches of trade, . . . . .	1,193	125	45	1,363
<b>Worcester.</b>				
Trade, aggregates, . . . . .	804	63	81	948
Saleswomen, . . . . .	241	18	29	288
Accountants, bookkeepers, clerks, etc., . . .	474	39	43	556
All other branches of trade, . . . . .	89	6	9	104

In Boston, as shown by the preceding table, the total number of women and girls engaged in mercantile employment, classified in the census as "Trade," was 9,203; of these, 7,409 lived at home, 1,470 in lodging-houses, and 324 in boarding-houses. The saleswomen numbered 3,610, of whom 2,885 lived at home, while 585 and 140 lived in lodging and boarding houses, respectively. The accountants, bookkeepers, clerks, etc. numbered 4,230, including 3,331 who lived at home, 760 who lived in lodging-houses, and 139 who lived in boarding-houses. The women and girls employed in all other branches of trade numbered 1,363, comprising 1,193 who lived at home, 125 in lodging-houses, and 45 in boarding-houses.

In the city of Worcester, the women and girls employed in trade numbered 948, of whom 288 were saleswomen, 556 accountants, bookkeepers, clerks, etc., and 104 engaged in other branches. Of the total number in trade, 804 lived at home, 63 in lodging-houses, and 81 in boarding-houses. Of the saleswomen, 241 lived at home, 18 in lodging-houses, and 29 in boarding-houses. Of the accountants, bookkeepers, clerks, etc., 474 lived at home, 39 in lodging-houses, and 43 in boarding-houses. Of all the others, 89 lived at home, six in lodging-houses, and nine in boarding-houses.

A similar table relating to females employed in Manufactures follows:

CITIES AND OCCUPATIONS.	NUMBER OF FEMALE EMPLOYÉS—			
	At Home	Lodging	Boarding	Totals
<b>Boston.</b>				
Manufactures, aggregates, . . . . .	15,517	3,482	814	19,813
Clothing, . . . . .	9,011	2,796	503	12,310
Printing, publishing, and bookbinding, . . .	1,432	148	51	1,631
Food preparations, . . . . .	790	53	39	882
Boxes (paper and wooden), . . . . .	604	51	21	676
Rubber and elastic goods, . . . . .	432	53	35	520
All other branches of manufactures, . . .	3,248	381	165	3,794
<b>Worcester.</b>				
Manufactures, aggregates, . . . . .	3,900	330	269	4,499
Clothing, . . . . .	1,877	219	143	2,239
Boots and shoes, . . . . .	414	29	25	468
Paper and paper goods, . . . . .	234	11	12	257
Woollen goods, . . . . .	230	7	20	257
Cotton goods, . . . . .	232	14	10	256
Metals and metallic goods, . . . . .	205	13	19	237
All other branches of manufactures, . . .	708	37	40	785

In Boston, 19,813 women and girls were employed in manufactures, of whom 15,517 lived at home, 3,482 in lodging-houses, and 814 in boarding-houses. Of the whole number employed in manufactures, 12,310 were engaged in the clothing industry, the number living at home, or in lodging or boarding houses being, respectively, 9,011, 2,796, and



503. There were 1,631 women and girls engaged in Printing, Publishing, and Bookbinding, of whom 1,432 lived at home, 148 in lodging-houses, and 51 in boarding-houses. The number engaged in the industry classed as Food Preparations aggregated 882, of whom 790 were living at home, 53 in lodging-houses, and 39 in boarding-houses. In Boxes (Paper and Wooden), there were 676 female employes, of whom 604 lived at home, 51 in lodging-houses, and 21 in boarding-houses. In Rubber and Elastic Goods, we find 520 female employes, of whom 432 lived at home, 53 in lodging-houses, and 35 in boarding-houses. The female employes in all other branches of manufactures numbered 3,794, and of these, 3,248 lived at home, 381 in lodging-houses, and 165 in boarding-houses.

In Worcester, the total number of women and girls engaged in manufactures was 4,499, of whom 2,239 were employed in the clothing industry, 468 in Boots and Shoes, 257 in Paper and Paper Goods, 257 in Woollen Goods, 256 in Cotton Goods, 237 in Metals and Metallic Goods, and 785 in all other branches. Of the total number in manufactures, 3,900 lived at home, 330 in lodging-houses, and 269 in boarding-houses. Of the whole number in the clothing industry, 1,877 lived at home, 219 in lodging-houses, and 143 in boarding-houses. Of those employed in Boots and Shoes, 414 lived at home, 29 in lodging-houses, and 25 in boarding-houses. The female workers in Paper and Paper Goods included 234 who lived at home, and only 11 and 12 who lived in lodging and boarding houses, respectively. The female employes in Woollen Goods who lived at home numbered 230, only seven being found in lodging-houses and 20 in boarding-houses. In Cotton Goods, there were 232 at home, as against 14 in lodging-houses and 10 in boarding-houses. In Metals and Metallic Goods, 205 were at home, 13 in lodging-houses, and 19 in boarding-houses. Of all other women and girls employed in manufactures, 708 lived at home, 37 in lodging-houses, and 40 in boarding-houses.

In order to permit a comparison between the foregoing figures, which relate to the two largest cities in the Commonwealth, and those for two of the smaller industrial cities, we present similar tables for Brockton and Waltham, the first relating to Trade.

CITIES AND OCCUPATIONS.	NUMBER OF FEMALE EMPLOYEES—			
	At Home	Lodging	Boarding	Totals
<b>Brockton.</b>				
Trade, aggregates, . . . . .	262	21	26	309
Saleswomen, . . . . .	12	-	4	16
Accountants, bookkeepers, clerks, etc., . .	236	19	22	277
All other branches of trade, . . . . .	14	2	-	16
<b>Waltham.</b>				
Trade, aggregates, . . . . .	164	41	15	220
Saleswomen, . . . . .	28	5	1	34
Accountants, bookkeepers, clerks, etc., . .	115	36	14	165
All other branches of trade, . . . . .	21	-	-	21

Without referring to details, we may note that of the 309 female employes in trade in Brockton, 262 lived at home, 21 in lodging-houses, and 26 in boarding-houses; and of the 220 females in trade in Waltham, 164 lived at home, 41 in lodging-houses, and 15 in boarding-houses.

The statistics of females employed in Manufactures in Brockton and Waltham follow :

CITIES AND OCCUPATIONS.	NUMBER OF FEMALE EMPLOYÉS—			
	At Home	Lodging	Boarding	Totals
<b>Brockton.</b>				
Manufactures, aggregates, . . . . .	1,681	168	174	2,023
Boots and shoes, . . . . .	1,216	127	130	1,473
Clothing, . . . . .	286	24	36	346
All other branches of manufactures, . . .	179	17	8	204
<b>Waltham.</b>				
Manufactures, aggregates, . . . . .	1,151	414	177	1,742
Clocks, watches, and jewelry, . . . . .	476	336	91	903
Cotton goods, . . . . .	304	23	54	381
Clothing, . . . . .	192	44	14	250
All other branches of manufactures, . . .	179	11	18	208

In Brockton, 2,023 women and girls were employed in manufactures, 1,473 being engaged in Boots and Shoes, the leading industry of the city. In Waltham, 1,742 females were employed in manufactures, 903 being engaged in the leading industry, Clocks, Watches, and Jewelry.

Of the total number of women and girls employed in manufactures in Brockton, 1,681 lived at home, 168 in lodging-houses, and 174 in boarding-houses; and of those employed in manufactures in Waltham, 1,151 lived at home, 414 in lodging-houses, and 177 in boarding-houses.

The full results of a comparison of the number of female employes who live in homes with those who live in lodging or boarding houses, in the two important lines of Trade and Manufactures taken together, may perhaps be more easily seen by the use of percentages. In Boston, of all the women and girls employed in mercantile or in manufacturing establishments, 20.99 per cent live in lodging or boarding houses, the corresponding percentages in Worcester, Brockton, and Waltham being 13.64, 16.68, and 32.98, respectively. It will be noticed that the percentage in Waltham is considerably higher than in any of the other cities, the city of Boston, as might perhaps have been anticipated, out-ranking Worcester and the much smaller city of Brockton. In Waltham, 47.29 per cent of the women and girls employed in the leading industry are reported as lodgers or residents of boarding-houses.









# LABOR BULLETIN

## OF THE COMMONWEALTH OF MASSACHUSETTS.

No. 19.

AUGUST.

1901.

### CHAPTER 290, ACTS OF 1895.

For the purpose of disseminating information from time to time respecting the state of employment, and other information relative to industrial conditions, the bureau of statistics of labor is authorized to distribute a bulletin, at such regular intervals as it may deem advisable, to be printed by the state printers.

Prepared and Edited by the Bureau of Statistics of Labor.

HORACE G. WADLIN, *Chief.* CHAS. F. PIDGIN, *First Clerk.* FRANK H. DROWN, *Second Clerk.*

## CONTENTS.

	Page
RELATIVE COST OF HOME-COOKED AND PURCHASED FOOD, THE . . . . .	67-98
Introduction, . . . . .	67, 68
General outline of work, . . . . .	68, 69
Cost of labor, . . . . .	70, 71
Cost of fuel, . . . . .	71-77
Cost of bread, . . . . .	77-81
Cost of meats, . . . . .	81-87
Cost of entire food consumed by the family, . . . . .	88-95
Present status of food prepared out of the house, . . . . .	95-97
Concluding remarks, . . . . .	97, 98
Note — publications of the Bureau upon the subject, . . . . .	98
LEGISLATION OF 1900 AFFECTING HOURS OF LABOR, . . . . .	98, 99
LEADING COURT DECISIONS RELATING TO LABOR — 1900, . . . . .	99-111
Aiding or enticing seamen to desert, . . . . .	100
Blacklisting, . . . . .	100
Claims against seamen, . . . . .	100
Contract for work, . . . . .	100
Eight-hour law, . . . . .	100, 101
Employers' liability, . . . . .	101-109
Interference with employes, . . . . .	109
Lien law, . . . . .	109, 110
Refusal of license certificate, . . . . .	110
Sunday labor, . . . . .	110
Suspension from trades union, . . . . .	110
Unlawful discharge of employé, . . . . .	110
Wages, . . . . .	110, 111
SEMI-ANNUAL RECORD OF STRIKES, . . . . .	112, 113
Labor disagreements, by months, . . . . .	112
Causes and results, . . . . .	112
Number of disagreements, by branches of occupation, . . . . .	112
Linemen's strike, . . . . .	112
Machinists' strike, . . . . .	113
Paper makers' strike, . . . . .	113
SATURDAY HALF-HOLIDAY FOR CITY EMPLOYÉS, THE . . . . .	114, 116
MASSACHUSETTS LABOR LEGISLATION IN 1901, . . . . .	115, 116





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THE RELATIVE COST OF HOME-COOKED AND  
PURCHASED FOOD.

In 1898 the Committee on Domestic Service of the Boston Branch of the Association of Collegiate Alumnae, feeling that the solution of the domestic problem lay, not in work with the individual domestic employé, but in the evolution of housekeeping, decided to study the possibility of having more housework done outside the home. Laundry work is gradually being done more and more in public laundries and the standards of work as to cleanliness, the treatment of the clothes, and the quality of the work, are rising. Cleaning is being done more often by outside agencies coming to the house by the day. The tendency to buy wholly or partially prepared food is in harmony with this development and with the principles governing the industrial world. The greater expense and inferior quality of ready-cooked food prevent it being purchased in greater quantities. As soon, however, as the demand for any specific article is increased the price is lessened. The quality frequently depends on the consumers. Nevertheless, if the expense of fuel and labor is taken into account the difference in the cost of home-made and purchased food is often less than the housekeeper realizes, and the general houseworker, at least, frequently fails to reach even the present standard of quality found in cooked food purchased out of the house. ~~tional conditions of the~~

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## THE RELATIVE COST OF HOME-COOKED AND PURCHASED FOOD.

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In 1898 the Committee on Domestic Service of the Boston Branch of the Association of Collegiate Alumnae, feeling that the solution of the domestic problem lay, not in work with the individual domestic employé, but in the evolution of housekeeping, decided to study the possibility of having more housework done outside the home. Laundry work is gradually being done more and more in public laundries and the standards of work as to cleanliness, the treatment of the clothes, and the quality of the work, are rising. Cleaning is being done more often by outside agencies coming to the house by the day. The tendency to buy wholly or partially prepared food is in harmony with this development and with the principles governing the industrial world. The greater expense and inferior quality of ready-cooked food prevent it being purchased in greater quantities. As soon, however, as the demand for any specific article is increased the price is lessened. The quality frequently depends on the consumers. Nevertheless, if the expense of fuel and labor is taken into account the difference in the cost of home-made and purchased food is often less than the housekeeper realizes, and the general houseworker, at least, frequently fails to reach even the present standard of quality found in cooked food purchased out of the house. A statement of the transitional conditions of to-day supplies a gauge of progress, a suggestion of possibility.

The need and value of the work being so clear, the Domestic Service Committee was transformed into a Committee on Domestic Science, and investigations were started in laundry work, cleaning, and foods. When the difficulties of the work were seen, it seemed wise to do but part at a time, and the work on foods was chosen as most important. It was determined by the Committee that a scientific study should be made of present facts in regard to this debated question of the preparation of food in or out of the house. Careful experimenters were enlisted and the work was

begun with breads and soups. It was soon found that the home kitchen and numerous experimenters could not produce accurate results on the same basis. The only chance for satisfactory work lay in one person giving definite time to experiments in a laboratory. Accordingly, an Association of Collegiate Alumnae fellowship was established at the School of Housekeeping for 1900-1901 with Gertrude Bigelow, Wellesley '93, as fellow, and two fellowships will be raised to carry on the work next year.

This article summarizes the results of Miss Bigelow's work for the past year together with certain experiments undertaken by the School of Housekeeping during the year 1899-1900, to ascertain the cost of fuel and to make comparison between the cost of purchasing all food ready-cooked outside the house or having the same food prepared entirely within the house.

#### GENERAL OUTLINE OF WORK.

In undertaking a study of foods, the first aim of the Committee was to study present facts in regard to the cost and quality of cooked food purchased out of the house, when compared with the same article prepared at home.

##### *Cost.*

To compare the cost of food cooked out of the house with that of food prepared at home, the following data must be obtained in regard to home-cooked food :

1. Cost of materials.
2. Cost of labor.
3. Cost of fuel.
4. Cost of wear and tear on equipment and of waste.

1. *Cost of Materials.* This is the simplest of the four problems involved and can be determined with comparative accuracy. The prices used in the following experiments are retail prices of the better-class dealers in Boston. The cost in every case in the experiments is estimated by weight, not by measure. For all small quantities, gram scales were used and the weights were carried to centigrams. Such methods do not, of course, give the accuracy of quantitative work, but it is believed that they are sufficiently exact to determine within one or two mills the actual cost of materials.

2. *Cost of Labor.* This is an item extremely complex, first because there exists as yet no standard of the value per hour of labor in housework, and, second, because of the difficulty of determining the exact amount of time required to prepare any one article of food, since in practice, the person cooking usually does not give her undivided time to the preparation of this one article, but is cooking other things at the same time, with a consequent economy in time. Moreover, the time required by different persons to do the same work varies greatly, and a fair estimate could only be obtained from the average of a large number of cases.

Since no standard yet exists as to the cost per hour of labor where the employé lives in the house, either for cooks or for general houseworkers who do cooking, the approximate estimate of the cost per hour of labor, compiled by the Employment Office of the Women's Educational and Industrial Union, has been assumed as a basis. (See topic "Cost of Labor," pages 70 and 71. Also Massachusetts Labor Bulletin No. 8, October, 1898.)

Time required for preparation includes the following items: Time required to collect and mix materials; time spent in watching food while cooking; time spent in washing dishes and putting away materials.

3. *Cost of Fuel.* This is also a complicated item. In the absence of obtainable data on the comparative cost of different fuels, an approximate estimate of the cost was

made by causing a gas stove, a coal stove and a kerosene-oil stove to do equal amounts of work (that is, cook equal weights of the same foods), and comparing the cost in the three cases. (See report of experiment on Cost of Fuel, page 75.)

4. *Cost of Wear and Tear on Equipment and of Waste.* These are items in regard to which it has seemed impossible to arrive at even an approximate estimate. Of course, in the preparation of any single article of food, the wear and tear to apparatus would be inconsiderable and could be disregarded, yet the total expense of wear and tear to stove and kitchen utensils, and of waste, is considerable when unskilled or indifferent persons are employed, although very few house managers keep classified records of their expenses or can form any exact estimate of the yearly cost of these items. The manufacturer knows how much material is required for a given piece of work, and thus can detect waste. He also knows the total cost of his equipment, his "plant," and can estimate the percentage that should be allowed for depreciation. In the housekeeping of the last generation, when each part of the daily housework received the personal supervision of the housekeeper, it is probable that 10 per cent of the original investment would have covered the yearly cost of wear and tear; whereas, in the modern home, under the present regime, this item varies from 10 to 30 per cent, or even more.

It is significant of the lack of business management in housekeeping, that no house manager was found who could give an accurate statement of the cost of wear and tear and waste. The fact that these items must be disregarded in the present investigation, because of lack of data, is indicative of the present unorganized condition of house-management.

#### *Quality.*

The quality of food cooked out of the house as compared with the home-made article is also a difficult matter to determine, because there are as yet no accepted standards. Persons disagree widely, their choice resting mainly on acquired taste, or preferences formed after continued use of certain kinds of food.

It was therefore difficult to set a standard of quality by which to test the food prepared in this investigation, in comparison with that purchased. The standard arbitrarily assumed as a basis was the combined judgment of 14 students at the School of House-keeping.

The length of time required to obtain accurate data for comparison, for any one food, is so great that the present investigation was limited to breads and meats, these two classes being chosen as including the most essential articles of diet, and those which with increasing frequency are obtained out of the house.

It is, of course, recognized that as long as the greater part of the cooking is done in the house, and a housekeeper and a fire are continuously required, inasmuch as the housekeeper's time and the expense of fuel are not considered, the cost of cooked food purchased will always be greater than that of the same food prepared at home.

Will the time come when so many articles can be purchased ready cooked as to render unnecessary the continuous service of a cook? What is the present status in regard to ready-cooked food? Do there exist as yet agencies which can fully supply a family table with food cooked and sent in from outside? How much more expensive is food prepared in this way? These general questions form the economic justification for the experiments which follow.

The above outline indicates the line of work undertaken, and some of the practical difficulties encountered. The report has been divided under the following heads :

Cost of Labor.	Cost of Meats.
Cost of Fuel.	Cost of Entire Food consumed by the Family.
Cost of Bread.	Present Status of Food prepared out of the House.

## COST OF LABOR.

The cost of domestic labor by the hour where the employé lives in the house has not been estimated before because the working hours are irregular and there have been no known data of a large number of cases. The careful investigation of the Women's Educational and Industrial Union into the "Hours of Labor in Domestic Service" (Labor Bulletin of the Commonwealth of Massachusetts, No. 8, October, 1898), at last furnishes averages as to the working time of domestic employés upon which it is fair to base an estimate of cost per hour. Time schedules for a period of two weeks were kept by the employers of 245 domestic employés. In completing the estimate, the time when the employés were actively engaged has been increased by adding one-half of the time when they were on "call" duty. The average wage used is that paid to the employés whose time was taken in the Union's investigation, and this has been increased in each instance by adding \$3, an arbitrary estimate as to the cost to the housekeeper of employé's board and lodging, based on the opinion of about 200 employers.

The first table shows the process in each instance by which the cost per hour was obtained, on the above basis, for general houseworkers and cooks.

CLASSIFICATION OF SERVICE.	Number Em- ployed	Wage per Week	HOURS EMPLOYED PER WEEK —			TOTAL COST —	
			Busy	½ the Hours on "Call"	Total	Per Week	Per Hour
<b>General Housework- ers.</b>							
1, . . . . .	19	\$3.00	68 hrs. 51 min.	5 hrs. 27 min.	74 hrs. 18 min.	\$6.00	\$0.0804
2, . . . . .	49	3.50	72 hrs. 52 min.	5 hrs. 57 min.	78 hrs. 49 min.	6.50	0.0802
3, . . . . .	46	4.00	73 hrs. 33 min.	5 hrs. 52 min.	79 hrs. 25 min.	7.00	0.0876
AVERAGES, . . .	-	3.62	72 hrs. 28 min.	5 hrs. 50 min.	78 hrs. 18 min.	6.62	0.0832
<b>Cooks.</b>							
1, . . . . .	13	4.00	75 hrs. 43 min.	5 hrs. 29 min.	81 hrs. 12 min.	7.00	0.0858
2, . . . . .	9	4.50	73 hrs. 38 min.	5 hrs. 11 min.	78 hrs. 49 min.	7.50	0.0948
3, . . . . .	18	5.00	77 hrs. 37 min.	5 hrs. 28 min.	83 hrs. 5 min.	8.00	0.0960
AVERAGES, . . .	-	4.31	76 hrs. 6 min.	5 hrs. 25 min.	81 hrs. 31 min.	7.31	0.0924

If the average wages determined by Professor Salmon for houseworkers and cooks in the eastern section of the country \* are used in a similar way the results do not greatly differ, as shown in the following table :

CLASSIFICATION OF SERVICE.	Number Employed	Average Wage per Week	HOURS EMPLOYED PER WEEK —			TOTAL COST —	
			Busy	$\frac{1}{2}$ the Hours on "Call"	Total	Per Week	Per Hour
General houseworkers, .	127	\$3.16	72 hrs. 39 min.	5 hrs. 28 min.	78 hrs. 7 min.	\$6.16	\$0.0786
Cooks, . . . . .	47	4.45	76 hrs. 17 min.	5 hrs.	81 hrs. 17 min.	7.45	0.0912

\* Domestic Service by Prof. Lucy M. Salmon. Published by the Macmillan Co., 1897. Page 90.

Using the actual and average weekly wage determined both by the Union and by Professor Salmon, the following summary derived from the preceding tables shows cost per hour of labor, changing in proportion as the average wage and the number of hours worked vary :

CLASSIFICATION OF SERVICE.	Average Weekly Wage	Cost per Hour of Labor
General houseworkers, . . . . .	\$3.00	\$0.0804
	3.16	0.0786
	3.50	0.0802
	3.62	0.0832
	4.00	0.0876
Cooks, . . . . .	4.00	0.0858
	4.31	0.0924
	4.45	0.0912
	4.50	0.0948
	5.00	0.0960

For any individual housekeeper the most accurate hourly cost would be that based on the particular wage she pays her employé. For the general computations in the experiments hereinafter described the cost per hour of \$0.085 (eight and one-half cents) has been chosen, based on a wage of \$4 per week, considered a fair average for employés who do cooking. This cost per hour does not include breakage and the additional wear and tear for which the employé who lives in the house is responsible, and it is probable that the actual difference between the cost per hour of the labor of household employés and that of workers coming in from outside, is less than these figures would indicate.

#### COST OF FUEL.

In determining the cost of food cooked in the house the cost of fuel is an essential item. The fuels taken for the experiments were the three commonly used for cooking in Boston and vicinity, viz. : coal, kerosene oil, and gas. The experiments were performed at the School of House-keeping in the Spring of 1900. Acknowledgments are due to the Boston Gas Light Company and to Messrs. Jordan, Marsh, & Co. for stoves supplied by them for use in the experiments.

There were three series of experiments, the only variation being in the fuel. Each series lasted six days and the same menu was used in each. In the first series, that with coal, all the food cooked was weighed, and equal weights of the same articles were taken for the second and third series ; hence, the same weight of food was cooked on a coal stove, a gas stove, and an oil stove. The time required for cooking each article with each fuel was recorded.

The following scale of prices, current in Boston, was used : Coal, \$0.0031 per pound ; kindling, \$1.25 per foot ; matches, \$0.50 per gross ;

oil, \$0.0375 per quart; gas, \$1 per 1,000 cubic feet; labor, \$0.085 per hour.

The following series of tables gives the menus for each day, showing the total weight of food as prepared for cooking and the time required to cook each article of food with each fuel:

*Monday.*

CLASSIFICATION.	Total Weight of Food as prepared for Cooking (Pounds)	TOTAL TIME (MINUTES) ON STOVE—		
		Coal	Gas	Oil
Breakfast:				
Fruit, . . . . .	-	-	-	-
Oatmeal (dry), . . . . .	$\frac{1}{2}$	43	57	60
Broiled hamburger steak, . . . . .	2	7	10	20
Creamed potatoes, . . . . .	$2\frac{1}{2}$	55	56	80
Popovers, . . . . .	$2\frac{3}{4}$	35	30	50
Coffee (dry), . . . . .	$\frac{1}{4}$	10	8	17
Hot milk, . . . . .	$1\frac{1}{4}$	10	7	14
Luncheon:				
Cream of pea soup (peas already cooked), . . . . .	4	30	25	55
Scalloped oysters, . . . . .	3	40	42	50
French fried potatoes, . . . . .	$4\frac{1}{2}$	80	65	90
Pickles, . . . . .	-	-	-	-
Whole wheat bread (left over), . . . . .	-	-	-	-
Tea (dry), . . . . .	$\frac{1}{16}$	8	3	7
Lemon rice pudding with cream, . . . . .	$6\frac{1}{2}$	200	150	210
Dinner:				
Clear tomato soup, . . . . .	$2\frac{1}{4}$	45	30	60
Roast beef, . . . . .	$5\frac{5}{8}$	90	85	90
Gravy, . . . . .	$\frac{1}{4}$	10	5	14
Browned potatoes, . . . . .	4	45	40	75
Lima beans, . . . . .	1	240	255	300
Lettuce salad, . . . . .	-	-	-	-
Cheese straws, . . . . .	$\frac{1}{4}$	40	35	55
Sliced oranges with cocoanut cookies, . . . . .	$11\frac{1}{16}$	43	40	75

*Tuesday.*

<b>Breakfast:</b>				
Fruit, . . . . .	-	-	-	-
Pettibohn (dry), . . . . .	$\frac{5}{8}$	63	35	45
Fried smelts, . . . . .	$1\frac{1}{4}$	18	15	35
Milk toast, . . . . .	$1\frac{1}{2}$	15	38	45
Corn bread, . . . . .	$4\frac{7}{16}$	30	35	75
Coffee, . . . . .	$\frac{1}{4}$	12	4	13
Hot milk, . . . . .	1	10	15	15
<b>Luncheon:</b>				
Black bean soup, . . . . .	1	345	155	230
Croutons, . . . . .	$\frac{1}{4}$	7	10	25
Cold roast beef, . . . . .	-	-	-	-
Rice croquettes, . . . . .	$21\frac{5}{16}$	133	102	120
Pickles, . . . . .	-	-	-	-
Tea, . . . . .	$\frac{1}{16}$	3	3	3
Baking powder biscuit, . . . . .	$31\frac{1}{8}$	25	20	39
Orange marmalade, . . . . .	-	-	-	-



*Tuesday — Concluded.*

CLASSIFICATION.	Total Weight of Food as prepared for Cooking (Pounds)	TOTAL TIME (MINUTES) ON STOVE—		
		Coal	Gas	Oil
Dinner:				
Soup (stock), . . . . .	14	480	415	495
Bolled leg of mutton, . . . . .	25	165	155	145
Caper sauce, . . . . .	$\frac{3}{4}$	15	10	15
Mashed potatoes, . . . . .	$2\frac{1}{2}$	31	35	50
Peas, . . . . .	$2\frac{1}{2}$	10	10	20
Cress salad, . . . . .	-	-	-	-
Bread sticks, . . . . .	$1\frac{1}{2}$	30	20	60
Apple tapioca-cream, . . . . .	$3\frac{1}{2}$	100	115	150
Whole wheat bread, . . . . .	8	60	60	96

*Wednesday.*

Breakfast:				
Fruit, . . . . .	-	-	-	-
Bolled rice with dates, . . . . .	$3\frac{1}{2}$	37	70	75
Scrambled eggs, . . . . .	$1\frac{1}{4}$	10	10	15
Creamed potatoes, . . . . .	3	35	40	66
Dry toast, . . . . .	$\frac{7}{8}$	20	18	40
Coffee, . . . . .	$\frac{1}{2}$	12	9	8
Hot milk, . . . . .	$1\frac{1}{4}$	15	12	15
Luncheon:				
Cream of celery soup, . . . . .	5	65	82	90
Shepherd's pie, . . . . .	$4\frac{1}{2}$	90	45	185
Cabbage salad with cream dressing, . . . . .	$\frac{3}{8}$	6	5	7
Chocolate, . . . . .	$5\frac{1}{4}$	25	60	60
Fruit, . . . . .	-	-	-	-
Dinner:				
Soup (stock from Tuesday), . . . . .	$5\frac{1}{4}$	15	5	18
Fish croquettes, . . . . .	$3\frac{3}{4}$	18	25	75
Horse-radish sandwiches, . . . . .	-	-	-	-
Beef steak, . . . . .	$3\frac{1}{2}$	10	7	25
Bolled hominy, . . . . .	$\frac{5}{8}$	60	47	55
Creamed celery, . . . . .	$2\frac{5}{8}$	50	67	45
Irish moss blanc mange, . . . . .	$4\frac{1}{8}$	35	35	150
Caramel sauce, . . . . .	-	25	16	15
White yeast bread, . . . . .	8	50	60	95

*Thursday.*

Breakfast:				
Fruit, . . . . .	-	-	-	-
White corn-meal mush, . . . . .	$2\frac{1}{4}$	70	45	45
Chops, . . . . .	$5\frac{3}{4}$	15	20	35
Baked potatoes, . . . . .	$3\frac{3}{4}$	60	65	80
Graham gems, . . . . .	$3\frac{3}{4}$	30	22	45
Coffee, . . . . .	$\frac{1}{2}$	15	9	10
Hot milk, . . . . .	$1\frac{1}{4}$	10	20	15
Luncheon:				
Split pea soup, . . . . .	$2\frac{1}{2}$	330	155	240
Cold veal loaf, . . . . .	$3\frac{1}{2}$	120	55	115
Potato salad, . . . . .	$2\frac{3}{4}$	36	30	43
Rolls, . . . . .	$3\frac{3}{16}$	25	50	45
Chocolate, . . . . .	$3\frac{1}{8}$	16	37	55
Peanuts, dates, . . . . .	-	-	-	-

*Thursday — Concluded.*

CLASSIFICATION.	Total Weight of Food as prepared for Cooking (Pounds)	TOTAL TIME (MINUTES) ON STOVE —		
		Coal	Gas	Oil
Dinner:				
Soup (stock), . . . . .	18%	675	388	281
Fowl pie with biscuit crust, . . . . .	11%	205	170	278
Mashed potatoes, . . . . .	3½	30	30	60
Baked bananas, . . . . .	1	35	30	40
Chicory salad, . . . . .	-	-	-	-
Cheese crackers, . . . . .	¾	5	7	30
Strawberry snowballs, . . . . .	2½	35	45	50

*Friday.*

Breakfast:				
Fruit, . . . . .	-	-	-	-
Ralston's breakfast food, . . . . .	8%	55	20	55
Creamed eggs on toast, . . . . .	3¾	45	46	67
Oatmeal muffins, . . . . .	2½	35	20	40
Coffee, . . . . .	½	15	10	12
Hot milk, . . . . .	1	10	10	20
Luncheon:				
Clam chowder, . . . . .	6¼	35	30	100
Chicken salad, . . . . .	-	-	-	-
Rolls, . . . . .	4	20	35	60
Chocolate, . . . . .	8	15	45	55
Poor man's rice pudding, . . . . .	4½	180	168	145
Cream, . . . . .	-	-	-	-
Dinner:				
Clear soup, . . . . .	4½	20	12	20
Roast beef, . . . . .	5	90	120	160
Horse-radish sauce, . . . . .	-	-	-	-
Gravy, . . . . .	1½	20	7	15
Roast potatoes, . . . . .	4	60	48	85
Squash, . . . . .	4½	120	102	155
Lettuce salad, . . . . .	-	-	-	-
Bread sticks, . . . . .	1½	30	30	45
Mixed nuts, dates, . . . . .	-	-	-	-
Molasses cream candy, . . . . .	1½	58	48	80
Chocolate, . . . . .	-	-	-	-
White yeast bread, . . . . .	8	60	60	95

*Saturday.*

Breakfast:				
Fruit, . . . . .	-	-	-	-
Germea, . . . . .	1¾	50	45	65
Sausages, . . . . .	3	40	35	55
Creamed potatoes, . . . . .	3¾	45	30	60
Rusks, . . . . .	2¾	25	30	23
Coffee, . . . . .	¾	15	5	12
Hot milk, . . . . .	1	20	10	19
Corn griddle cakes, . . . . .	1¾	26	35	30
Maple syrup, . . . . .	1	10	7	18

*Saturday — Concluded.*

CLASSIFICATION.	Total Weight of Food as prepared for Cooking (Pounds)	TOTAL TIME (MINUTES) ON STOVE —		
		Coal	Gas	Oil
Luncheon:				
Roast beef stew with dumplings, . . . . .	6	210	165	185
Boiled rice, . . . . .	$\frac{1}{2}$	20	40	85
Tea, . . . . .	$\frac{1}{16}$	3	3	3
Rolls, . . . . .	3	30	35	65
Stewed apricots, . . . . .	1	260	115	165
Gingerbread, . . . . .	$1\frac{1}{2}$	25	20	45
Dinner:				
Lentil soup, . . . . .	$4\frac{1}{2}$	460	185	192
Baked stuffed haddock, . . . . .	$5\frac{1}{2}$	90	60	100
Tartare sauce, . . . . .	—	—	—	—
Scalloped potatoes, . . . . .	$3\frac{1}{2}$	60	65	146
Cauliflower (creamed), . . . . .	$2\frac{1}{2}$	60	63	130
Lettuce salad, . . . . .	—	—	—	—
Cheese crackers, . . . . .	$\frac{1}{4}$	15	10	35
Prune whip, . . . . .	3	180	105	105
Cream, . . . . .	—	—	—	—
White yeast bread, . . . . .	8	60	60	105

In the next table, the figures given are in each case totals for the six days. This table gives the amount and cost of fuel used, the amount and cost of time required to care for fire and stove, the total cost of fuel and labor, and the total weight of food cooked.

CLASSIFICATION.	FUEL		LABOR		Total Cost of Fuel and Labor	WEIGHT (POUNDS) —	
	Quantity used during 6 Days	Cost	Time required to care for Fire <sup>1</sup>	Cost		Food	Water
<b>COAL STOVE (Total).<sup>2</sup></b>	—	\$0.9603	5 hrs. 6 min.	\$0.4335	\$1.3938	3708 $\frac{3}{112}$	276 <sup>4</sup>
Coal, . . . . .	292 lbs. <sup>3</sup>	0.8917 <sup>3</sup>	—	—	—	—	—
Kindling, . . . . .	14 $\frac{7}{16}$ lbs.	0.0686	—	—	—	—	—
<b>OIL STOVE (Total).</b>	—	1.0248	5 hrs. 5 min.	0.4528	1.4576	3708 $\frac{3}{112}$	241
Oil, . . . . .	27 qts.	1.0125	—	—	—	—	—
Matches, . . . . .	—	0.0123	—	—	—	—	—
<b>GAS STOVE (Total).</b>	—	1.6381	1 hr. 40 min.	0.1416	1.7797	3708 $\frac{3}{112}$	248
Gas, . . . . .	1,625 cu. ft.	1.6250	—	—	—	—	—
Matches, . . . . .	—	0.0131	—	—	—	—	—

<sup>1</sup> Including time required to clean stove.

<sup>2</sup> Less 27 lbs. siftings.

<sup>3</sup> See remarks on coal experiment, following.

<sup>4</sup> Heated in tea-kettle.

<sup>5</sup> In the case of the coal fire the item for matches was so small as to be omitted.

*Notes upon Experiments.*

*Experiments with Coal.* The total cost of fuel was obtained as follows: Kindling: Weight for the week, 14 $\frac{7}{16}$  pounds; cost at \$0.0048 per pound, \$0.0693. Coal: Weight of coal put in stove, 292 pounds. Weight of sifted coal, 27 pounds. Time required to sift coal, 20 minutes. Cost of time at \$0.085 per hour, \$0.02833. Value of coal sifted (assuming half-price for sifted coal) \$0.04185. Value of sifted coal subtracting cost of sifting, \$0.01352. Total cost of coal burned, \$0.8917. Total cost of fuel, \$0.9603.

The time required to care for the fire and stove during the six days was divided as follows: Laying fire, 24 minutes; tending fire, one hour, 48 minutes; emptying ashes, 30 minutes; carrying coal, 15 minutes; blacking stove, two hours, nine minutes; total, five hours, six minutes.

Serious obstacles in determining the cost of coal for cooking are encountered, first, because a given fire will cook not one but many articles at the same time; second, because a part of the heat of a coal fire is commonly used to heat a "hot water front" as well; third, a part of its heat also goes to heat the kitchen. Hence, only a portion of the total fuel used is utilized in cooking.

*Experiments with Oil.* The cost of oil was obtained by measuring the amount of oil consumed during each of six days. These amounts were as follows: Monday, 3 $\frac{1}{4}$  quarts; Tuesday, five quarts; Wednesday, four quarts; Thursday, five quarts; Friday, 4 $\frac{1}{4}$  quarts; Saturday, 4 $\frac{1}{2}$  quarts; total, 27 quarts. The time required to care for the fire for the six days was divided into: Cleaning, three hours, 36 minutes; filling, nine minutes; tending, 15 minutes; cleaning top of stove, one hour, five minutes; total, five hours, five minutes. Two serious objections to the use of the oil stove used in this experiment may be mentioned. One was the objectionable odor of the stove when in use, and the other the large amount of carbon deposited on cooking utensils.

*Experiments with Gas.* The amount of gas used was measured by a separate meter connected only with the stove. The cubic feet consumed each day were as follows: Monday, 300; Tuesday, 275; Wednesday, 225; Thursday, 250; Friday, 275; Saturday, 300; total, 1,625.

The time required to tend the fire for the week was 10 minutes, and one hour, 30 minutes were devoted to cleaning the stove. Foods which required long slow cooking were cooked on the coal stove at the back of the stove, and on the gas stove over a simmering burner; while on the oil stove it was found necessary, even for simmering, to use the burner at full force.

In each series of experiments all water heated in the tea-kettle was weighed. This water was used subsequently for cooking and its weight in the cooked food was not counted. But whenever water that was not taken from the tea-kettle was used, its weight was added to that of the food. This accounts for the apparent discrepancy in weight in the case of certain very similar substances, for example, oatmeal,  $\frac{1}{2}$  pound, Ralston's breakfast food, 3 $\frac{1}{2}$  pounds.

### *Results.*

For six days the same amount of cooking was accomplished at a cost of \$1.3938 when coal was used; \$1.4576 with oil, and \$1.7797 with gas. Assuming the least expensive fuel, coal, as a standard, oil cost 4.58 per cent, and gas 27.69 per cent, more than coal.

Since gas is the most easily measured and controlled it has been employed as the fuel in most of the following experiments; hence, for the sake of convenience in comparison, the cost of gas has been here arbitrarily assumed as the standard, the cost of coal, as taken from table on page 75, being 78.32 per cent and the cost of oil 81.90 per cent of the cost of gas.

It is evidently not safe, however, to make a broad generalization from this statement, for the cost per hour would vary in each case with the stove and the cost of fuel, and would also depend upon whether or not the stove was being worked at its maximum capacity.

### *Conclusions.*

In the present transitional state of cooking apparatus, it would seem from these experiments that coal is the cheapest fuel, at least for this section of the country. It is also a convenience to have the hot-water

boiler heated by the kitchen stove if the latter is used in summer rather than by the furnace or other heating apparatus of the house. But the amount of hot water that can be heated in this way is limited; the coal stove gives a great deal of undesirable heat in summer, and requires considerable time for care of fire and cleaning. Moreover, the fire is not so readily controlled as gas or even oil. The oil stove used in this experiment was so unsatisfactory because of odors and deposits of carbon — both due to incomplete combustion of fuel — as to preclude its voluntary use as an ordinary means of cooking. However, this objection holds rather for the stove than for the fuel itself, and a stove that insures complete combustion would be free from these objections. In any case, with present appliances, the time required to care properly for an oil stove would be greater than in the case of gas.

Gas, while the most expensive of the three fuels is undoubtedly the most convenient. The comparatively small amount of time required to care for the fire, and the rapidity with which the oven can be heated or water boiled recommend it strongly to the housekeeper who wishes to secure the minimum of labor. But the possibility of rapid cooking makes it probable that with an indifferent or inexperienced cook the tendency would be toward too great haste, particularly with meats, breads, and soups which require slow cooking. High heat and rapid cooking lead also to waste from food burned. The possibilities of waste of the fuel itself by a careless cook are also largely increased in the case of gas. For these reasons gas would seem to be a fuel to be entrusted especially to the skilled worker.

Undoubtedly the cooking as well as the heating appliances for the individual house are in process of evolution, and the housekeeper suffers because she dwells in this transitional period. The particular fuel which will best fit the needs of any one housekeeper is conditioned by so many factors other than the cost of the fuel itself, that no generalization would be warranted on the basis of the scanty data of these experiments, which were undertaken mainly to furnish, for the food investigations which follow, a working basis for comparison of the cost of different fuels.

#### COST OF BREAD.

The general use of bread as a staple article of diet makes the cost of producing it an economic factor of much importance. The great number of bakeries in every city suggests the large quantities of bread which are sold. In Boston alone there are more than 400 bakeries and other places where bread is made and sold. If the amounts made at home be also taken into consideration this one article of food assumes enormous proportions. Since so much is now purchased the question naturally arises: Is it practicable to have all the bread made outside the house?

The object of the following experiments has been (1) to determine the cost of home-made bread: *a*, when materials alone are included; *b*, when fuel and labor as well as materials are included in the estimate;

(2) to compare the cost with that of bakers' bread; and (3) to compare home-made and bakers' bread in quality.

### *Discussion of Experiments.*

In each experiment two loaves of white wheat flour bread were made. The materials were measured and weighed before being used, and the cost by weight of each was computed. The bread was allowed to rise three hours, and was then kneaded, put in the pans, and allowed to rise again from three quarters of an hour to an hour. It was then baked in the gas range.

The time occupied in mixing, kneading, and watching the bread, and in washing the utensils used was noted.

The prices assumed for materials were current prices at one of Boston's largest grocery stores and are as follows: Milk, six cents per quart; flour (Swansdown), \$4.75 per bbl., or 2.42 cents per lb.; sugar, 5½ cents per lb.; salt, one cent per lb.; lard, 10 cents per lb.; butter, 27 cents per lb.; yeast, two cents per cake.

The following table shows the amounts and cost of materials used for the different experiments. It may be observed that the amounts of flour and milk vary within somewhat wide limits, but probably the variation is not more than most cooks have found in practical experience.

*Table No. I—Bread.*

NUMBER OF EXPERIMENT.	FLOUR		MILK		SUGAR		LARD	
	Weight (Grams)	Cost (Cents)	Weight (Grams)	Cost (Cents)	Weight (Grams)	Cost (Cents)	Weight (Grams)	Cost (Cents)
1, . . . . .	722.9	3.820	240.97	1.35	28.35	0.340	42.52	0.937
2, . . . . .	900.7	4.803	245.40	1.37	24.10	0.290	24.30	0.535
3, . . . . .	794.6	4.235	296.00	1.64	20.70	0.250	24.90	0.548
4, . . . . .	765.7	4.086	270.20	1.50	24.70	0.298	26.50	0.583
5, . . . . .	830.8	4.423	271.70	1.51	23.80	0.287	23.80	0.534
6, . . . . .	805.3	4.292	278.10	1.54	22.90	0.277	21.90	0.483
7, . . . . .	819.8	4.369	232.50	1.57	26.00	0.314	34.10	0.759
AVERAGES, . . . .	805.8	4.290	269.27	1.50	24.36	0.294	23.29	0.633

*Table No. I—Bread—Concluded.*

NUMBER OF EXPERIMENT.	SALT		YEAST		BUTTER		WATER	TOTALS	
	Weight (Grams)	Cost (Cents)	Weight (Grams)	Cost (Cents)	Weight (Grams)	Cost (Cents)	Weight (Grams)	Weight (Grams)	Cost (Cents)
1, . . . . .	7.08	0.015	6.1	1.0	1.15	0.067	—	1,049.07	7.529
2, . . . . .	7.70	0.016	6.0	1.0	1.15	0.067	220.1	1,429.45	8.061
3, . . . . .	6.10	0.013	5.8	1.0	1.15	0.067	250.3	1,399.75	7.753
4, . . . . .	7.40	0.016	7.2	1.0	1.15	0.067	259.8	1,363.65	7.560
5, . . . . .	6.80	0.015	6.0	1.0	1.15	0.067	265.9	1,429.95	7.831
6, . . . . .	5.90	0.013	6.0	1.0	1.15	0.067	253.9	1,395.15	7.671
7, . . . . .	4.90	0.010	5.4	1.0	1.15	0.067	251.7	1,425.55	8.060
AVERAGES, . . . .	6.55	0.014	6.1	1.0	1.15	0.067	250.3	1,356.08	7.735

The next table shows the total cost of the bread, including the cost of materials, fuel, and labor; the cost per pound of the bread when materials only are considered, also when the cost of labor and fuel is included, and the cost per pound of bakers' bread.

Table No. II—Bread.

NUMBER OF EX- PERIMENT.	Cost of Ma- terials (Cents)	QUANTITIES AND COST OTHER THAN MATERIALS				Total Cost (Cents)	Pounds of Bread pro- duced	COST PER POUND —		Cost per Pound of Bakers Bread (Cents)
		Gas		Labor				Excluding Fuel and Labor	Including Fuel and Labor	
		Cubic Feet con- sumed	Cost (Cents)	Minutes em- ployed	Cost (Cents)					
1. . . . .	7.529	21½	2.138	37½	5.31	14.977	2.671	2.819	5.607	-
2. . . . .	8.061	20½	2.088	40½	5.77	15.989	-	-	-	-
3. . . . .	7.758	24¼	2.425	38½	5.45	15.628	2.848	2.722	5.487	-
4. . . . .	7.550	20½	2.050	37	5.24	14.840	2.500	3.020	5.936	-
5. . . . .	7.831	18½	1.888	41	5.81	15.529	2.655	2.960	5.849	-
6. . . . .	7.671	-	-	35	4.96	-	2.511	3.065	-	-
7. . . . .	8.080	18½	1.913	44½	6.30	16.193	2.688	3.006	6.024	-
AVERAGES,	7.785	20¾	2.067	39¾	5.55	15.518	2.646	2.942	5.865	5.55

#### Notes upon Experiments.

The estimated cost of fuel may be considered high for two reasons. First, the fuel used was gas which costs more than coal or oil for cooking purposes, even at \$1 a thousand cubic feet, which is lower than the rate in many places. (For comparison of the cost of coal, gas, and oil as fuels, see page 75.) Second, while the amount of bread made in each experiment could not have been baked with less gas, it is probable that not all the heat furnished was used for the baking. There was enough heat in the oven to bake more bread if all of the heat could have been utilized. Thus, if five pounds of bread could have been baked just as well as 2.646 pounds with the same amount of heat, the estimate for fuel is evidently higher than it should be.

The cost of materials may sometimes vary from the figures given as in the price of milk which now costs seven cents a quart instead of six. The price of butter also varies at different seasons.

The cost of materials could be lessened in three ways. First, by using water instead of milk for mixing. The water bread is preferred by many persons, and varies from milk bread but little (about one per cent) in nutritive value. Second, the cost could be further decreased by using less yeast and allowing a longer time for the bread to rise. If the bread should be mixed at night and allowed to rise until morning half the amount of yeast allowed would be sufficient. Third, another reduction in the cost could be made by omitting the lard, or by lessening the amount used. The bread made without shortening is tougher than that made with it, but many persons consider that desirable. The total reduction in these various directions may possibly be one cent per pound.

#### Results.

The average cost of producing one pound of bread, including the cost of materials, fuel, and labor, is 5.865 cents. The cost of one pound not including labor is 3.72 cents. The cost of one pound not including either labor or fuel, but simply the cost of materials is 2.942 cents.

The ordinary five-cent loaf of bakers' bread does not weigh a pound. The average of 11 loaves of bread taken from three different bakeries was 14.4 ounces. Hence, the cost of a pound of bakers' bread is somewhat

more than the cost of a loaf. A pound of bakers' bread costs 5.55 cents which is 315 thousandths of a cent less than a home-made pound costs when the cost of both labor and fuel is considered. The difference in cost of preparation on a large scale might easily be accounted for by the economy in materials, in labor, and in fuel.

### *Conclusions.*

The cost of bakers' and home-made bread does not differ materially when the housekeeper counts labor and fuel in estimating the cost of making the bread at home. But when the fuel would be burned in any case, and the heat is available for baking bread without extra expense, that item should hardly be counted in the cost. Again, when labor is hired by the week, as in the case of the cook or general houseworker, the time of the worker is available for bread making, and does not mean a loss of time which could be more profitably employed. Hence, the item for labor may in these cases be eliminated. Taking out the cost of both labor and fuel, only the cost of materials remains. This averages 2.942 cents per pound of bread, and may be reduced, as has been shown, to about two cents. Under these conditions it would evidently be much cheaper to make bread at home.

On the other hand, in cases where the housekeeper's aim is to put out of the house as much work as possible, the reduction of service secured by buying the bread might prove an important element in reducing the expense for labor. Provided a satisfactory article can be secured it would probably be economical to buy it ready made.

That the quality of bakers' bread is not better is due in part to ignorance on the part of the consumer as well as to the baker. There is no common and accepted "standard" of what really good bread is, and naturally, in the absence of such a standard, the baker has developed the making of bread purely in the commercial spirit of making the greatest quantity with the least expenditure of energy and money. It cannot be expected that the baker will, of his own initiative, attempt to make more nutritious bread until he feels the pressure of a general demand. Yet, it is probable that in the existing state of imperfection of the general houseworker's production, bakers' bread at present is of at least as good a quality as the bread prepared in many homes.

The purchase of bread outside the home offers opportunity for wider choice in the kinds served. Most housekeepers find it more convenient to make several loaves of the same kind at each baking. But, when purchased, the kinds may be as varied as the number of loaves.

### *Comparison of Quality of Home-made and Bakers' Bread.*

The quality of home-made as compared with bakers' bread is here very imperfectly determined, and remains to be worked out more accurately. As indicated in the general outline, the standard of quality was



merely the combined opinion of the persons who ate the bread, together with such observations as were made by the experimenter. While the actual difference in cost of the home-made and bakers' bread is slight, there is a difference in quality. People generally prefer the home-made bread because of its texture and flavor. The bakers' bread is very light and crumbly, and lacks the rich wheaten flavor of that made at home.

The home-made loaves weighed about 21 ounces. The bakers' loaves about 14. They would each cut into 20 slices. Each slice of home-made bread therefore weighed over an ounce, and the slices of bakers' manufacture but little more than two-thirds of an ounce. It would therefore seem probable that more slices of bakers' bread than of home-made would be required to satisfy hunger, and surely individual experience will corroborate this conclusion. Furthermore, as a matter of practical experience, it is an open question whether home-made bread does not go farther for family use than the *same weight* of bakers'.

#### COST OF MEATS.

The effort has been made in this branch of the investigation to obtain accurate figures on the cost of home preparation of meat. Many kinds of cooked meats are supplied by caterers or in restaurants, for home consumption. The demand has increased during the past two years, chicken and turkey, either whole or sliced, being in greatest request. Other cold roast meats are sold sliced, but there is not a great demand for whole roasts. As there are no very satisfactory appliances in general use for delivering meats and other cooked foods hot, re-heating is necessary if hot roasts are desired. Such an arrangement is defective, however, since re-heating usually results in toughening the meat.

Economists have long recognized the fact that meat is an expensive article of diet. In the first place, the original cost is higher than that of most vegetable foods. For example, a pound of rice at eight cents, or a pound of flour at two and a half cents, or a pound of corn meal at two cents would each give more energy than a pound of meat at from 15 to 25 cents. Hence, we have our first item of greater expense in the greater cost per pound in comparison with nutritive value. Secondly, the relative cost is increased on account of the greater expense of preparation for the table. Meat, either roast, boiled, or stewed, requires long cooking, in order to soften and separate the fibres and this results in a proportionally large expenditure for fuel. The stuffing and seasoning required to give the desired flavor, together with the labor necessary to clean, trim, and prepare the meat, and to watch, baste, and tend during cooking, also increase the expense.

A still greater item of expense is due to the great loss of material between the market and the table. This loss occurs in several ways. The market trimmings in some cases amount to about one-fourth of the weight paid for. This is particularly true of poultry which is purchased

with the head, feet, and entrails, afterward removed by the dealer. There is a further loss of material in the cooking process, due partly to the evaporation of water, and partly to the trying out of fat. This varies greatly with different kinds and cuts of meat. The shrinkage of material often amounts to several pounds, causing a proportionate increase in the cost of the meat actually served. There may be additional waste if all of the meat served is not available for eating, and there will often be considerable bone and fat which cannot be eaten. These points must be borne in mind in comparing the cost of cooked meat sold by the slice without waste, with that of meat prepared in the home.

### *Discussion of Experiments.*

In the experiments described turkey and fowl only were considered. The selection was for the purpose of avoiding differences in conditions due to variations in cut and quality frequently encountered in other kinds of meat.

The items of cost are: (1) materials, including the cost of the meat as purchased and of other ingredients added, e. g., stuffing, etc., (2) the labor, and (3) fuel. The same figures for the cost of labor and fuel were used as in the experiments on the cost of bread, scheduled on page 78.

### *Turkey.*

In the experiments with turkey, the weights varied from 14 to 16 pounds. The weight as purchased at the market was recorded; also after the market trimming, and after cleaning in preparation for stuffing. The weight of the stuffing and its cost were determined, and the turkey was again weighed when ready for the oven, and finally, it was weighed after cooking when ready to serve.

The time required for cleaning, making the stuffing, stuffing and trussing, watching, and basting, and for washing the utensils used was counted. The roasting was done upon a gas range in a covered baking pan which retained the steam, and made the meat less dry than when cooked in an open pan.

The stuffing was made of bread crumbs,\* (in one case, of cracker crumbs) butter, salt, pepper, Bell's poultry dressing, and hot water.

The following tables show the variations in the weight of the turkey during preparation and cooking, and the cost.

Table No. I shows the variations in weight, showing also the weight of the stuffing used, the shrinkage in cooking, and the total difference between the amounts purchased and the amounts served.

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\* It may be well to state how the cost of bread crumbs was determined. A loaf of bakers' bread weighing 410 grams, costing five cents, was dried in the oven, and then ground up to form crumbs. The loaf made two and a half cups of crumbs which weighed 269 grams. The cost of one cup of crumbs was thus reckoned to be two cents. Experiment performed by Ellen A. Huntington.

The cost of other materials was as follows: Butter, 22 cents per pound; poultry dressing, 40 cents per pound.

Table No. 2 shows the cost of the materials, the labor, and the fuel. The ingredients include the flour, butter, and salt used in browning and basting the turkey, and the stuffing which was reckoned separately.

Table No. I—Turkey.

NUMBER OF EXPERIMENT.	WEIGHT —			
	As purchased	As received	After cleaning	Of Stuffing
1, . . . . .	14 lb.	*13 lb. 5 oz.	11 lb. 2½ oz.	†12 oz.
2, . . . . .	16 lb.	13 lb. 14½ oz.	13 lb. 7½ oz.	†15 oz.
3, . . . . .	14 lb.	11 lb. 10½ oz.	10 lb. 13 oz.	† 1 lb.
AVERAGES, . . . . .	14 lb. 10½ oz.	12 lb. 15½ oz.	11 lb. 13 oz.	14½ oz.

\* Not cleaned.

† Cracker stuffing.

‡ Bread stuffing.

Table No. I—Turkey—Concluded.

NUMBER OF EXPERIMENT.	WEIGHT —		Shrinkage in cooking	Difference between Amount purchased and Amount served (including Stuffing)
	After Stuffing and Trussing	After cooking		
1, . . . . .	11 lb. 12 oz.	9 lb. 5 oz.	2 lb. 7 oz.	4 lb. 11 oz.
2, . . . . .	14 lb. 5½ oz.	11 lb. 5 oz.	3 lb. ½ oz.	4 lb. 11 oz.
3, . . . . .	11 lb. 9 oz.	9 lb. 7½ oz.	2 lb. 1½ oz.	4 lb. 8½ oz.
AVERAGES, . . . . .	12 lb. 8½ oz.	10 lb. ½ oz.	2 lb. 8½ oz.	4 lb. 10½ oz.

Table No. II—Turkey.

NUMBER OF EXPERIMENT.	COST —				QUANTITIES AND COST OTHER THAN MATERIALS	
	As per Bill	Of Stuffing (Cents)	Of Other Ingredients (Cents)	Total	Gas	
					Cubic Feet Consumed	Cost (Cents)
1, . . . . .	\$1.96	7.847	1.552	\$2.054	80½	8.050
2, . . . . .	2.24	5.998	0.707	2.307	98½	9.325
3, . . . . .	1.96	4.890	0.647	2.015	76	7.600
AVERAGES, . . . . .	\$2.05	6.245	0.969	2.125	83½	8.325

Table No. II—Turkey—Concluded.

NUMBER OF EXPERIMENT.	QUANTITIES AND COST OTHER THAN MATERIALS		Total Cost	Cost per Pound as purchased (Cents)	COST PER POUND AS SERVED —	
	Labor				Excluding Fuel, Labor, Stuffing, Etc. (Cents)	Including Fuel, Labor, Stuffing, Etc. (Cents)
	Time	Cost (Cents)				
1, . . . . .	2h. 27 m.	20.825	\$2.342	14	21.040	25.186
2, . . . . .	1h. 51 m.	16.725	2.558	14	19.800	22.608
3, . . . . .	1h. 35 m.	13.458	2.226	14	20.609	23.504
AVERAGES, . . . . .	1h. 57½ m.	16.669	2.376	14	20.513	23.749

## Notes upon the Experiments.

In Table No. I, experiments Nos. 1 and 3, the difference between the weights of the turkeys received and the weight as purchased, which was the same in both cases, is

explained as follows: In the first case the market trimmings consisted merely in the removal of the head and feet, as the turkey was not cleaned. In the other case the entrails were removed leaving only the giblets.

In experiment No. 1, the item for labor is higher than in the others. That also is due to the fact that the turkey had not been cleaned at the market, hence extra time was required in preparing it for cooking.

In experiment No. 1, less stuffing was used than in Nos. 2 and 3. In the first case the stuffing was made with crackers, in the others with bread crumbs. As the cracker stuffing swells more in cooking than the bread less of it was used. The crackers are also more expensive than the bread crumbs, thereby increasing the cost of the stuffing.

### *Results.*

The actual cost of cooked turkey exclusive of fuel, labor, stuffing and other ingredients after subtracting the market trimming, cleaning, and loss of weight due to cooking, averaged 20.513 cents per pound. The cost of the cooked turkey stuffed, varied from 22.608 cents per pound to 25.136 cents, averaging 23.749 cents. The cost of stuffing, etc., and cooking averaged 3.236 cents per pound as purchased.

### *Conclusions.*

In this case, as in the experiments relating to bread the estimate for fuel is probably too high, as previously explained.

The items for fuel and labor might be deducted from the total cost of cooking the article at home, under the conditions mentioned in the bread experiments. This would of course lessen the cost of the home production. At an average cost of 23.749 cents per pound the home-cooked turkey is still cheaper than that bought ready cooked for 35 cents per pound. When the sliced meat is bought at 60 cents per pound there is no waste, and it is all edible, but it is considerably more expensive than that which is cooked at home.

### *Cost of Cooked Turkey as Sold.*

Roast turkey may be purchased by the pound for from 50 to 75 cents, if it is sliced, or for from 30 to 40 cents per pound, if it is whole. In buying it sliced only the solid meat is paid for, of course. Prices vary considerably at different places. It is thus possible to buy in small amounts if only a little is wanted, or to buy a whole roast turkey sufficient for a large family.

### *Fowl.*

In the four experiments on the cost of fowl, three fowls, varying in total weight from 12½ to 16½ pounds were roasted at each experiment. The procedure as to weights and cost was identical with that described in the preceding experiments. The price of the fowls was 13 cents per pound. The fowls were roasted slowly in a covered pan which made them very tender so that they could not be distinguished from chickens. The stuffing was made in the same way as that in the previous experiments.

The tables which follow correspond to those given for the experiments with turkey. The first shows the variations in weight during preparation and cooking, the weight of stuffing used, the shrinkage in cooking, and the difference between the amounts purchased and the amounts served. The second shows the cost of the materials, labor, and fuel used.

Table No. I—Fowl.

NUMBER OF EXPERIMENT.	WEIGHT—			
	As purchased	As received	After cleaning	Of Stuffing
1. . . . .	15 lb.	10 lb. 15½ oz.	10 lb. 4 oz.	2 lb. 4¼ oz.
2. . . . .	16 lb. 8 oz.	12 lb. 8¼ oz.	11 lb. 3 oz.	2 lb. 6½ oz.
3. . . . .	13 lb. 8 oz.	10 lb. 4 oz.	8 lb. 5 oz.	2 lb. 8¼ oz.
4. . . . .	15 lb.	11 lb. 2½ oz.	9 lb. 10¾ oz.	3 lb. 3½ oz.
AVERAGES, . . . . .	14 lb. 12 oz.	11 lb. 3¾ oz.	9 lb. 13¼ oz.	2 lb. 9¾ oz.

Table No. I—Fowl—Concluded.

NUMBER OF EXPERIMENT.	WEIGHT—		Shrinkage in cooking	Difference between Amount purchased and Amount served (including Stuffing)
	After Stuffing and Trussing	After cooking		
1. . . . .	11 lb. 5½ oz.	7 lb. 7 oz.	3 lb. 14½ oz.	7 lb. 9 oz.
2. . . . .	13 lb. 3 oz.	10 lb. 11 oz.	2 lb. 8 oz.	5 lb. 13 oz.
3. . . . .	10 lb. 10 oz.	7 lb. 3 oz.	3 lb. 8 oz.	5 lb. 6 oz.
4. . . . .	12 lb. 12½ oz.	9 lb. 15½ oz.	2 lb. 13 oz.	5 lb. ½ oz.
AVERAGES, . . . . .	11 lb. 15¾ oz.	8 lb. 12¾ oz.	3 lb. 2¾ oz.	5 lb. 15¼ oz.

Table No. II—Fowl.

NUMBER OF EXPERIMENT.	COST—				QUANTITIES AND COST OTHER THAN MATERIALS	
	As per Bill	Of Stuffing (Cents)	Of Other Ingredients (Cents)	Total	Gas	
					Cubic Feet Consumed	Cost (Cents)
1. . . . .	\$1.95	4.692	0.579	\$2.008	81½	8.150
2. . . . .	2.15	11.650	1.680	2.283	64¾	6.438
3. . . . .	1.68	18.425	1.412	1.778	68¾	6.875
4. . . . .	1.95	17.315	—	2.123	58¾	5.875
AVERAGES, . . . . .	\$1.92	11.771	1.224	\$2.047	68¼	6.885

Table No. II—Fowl—Concluded.

NUMBER OF EXPERIMENT.	QUANTITIES AND COST OTHER THAN MATERIALS		Total Cost	Cost per Pound as purchased (Cents)	COST PER POUND AS SERVED—	
	Labor				Excluding Fuel, Labor, Stuffing, Etc. (Cents)	Including Fuel, Labor, Stuffing, Etc. (Cents)
	Time	Cost (Cents)				
1. . . . .	1h. 37 m.	13.456	\$2.219	13	26.218	29.624
2. . . . .	1h. 55½ m.	16.358	2.511	13	20.117	23.488
3. . . . .	2h. 33½ m.	21.740	2.064	13	22.877	28.960
4. . . . .	1h. 54 m.	16.150	2.343	13	19.561	23.488
AVERAGES, . . . .	2h.	16.926	2.284	13	22.193	26.440

*Notes upon the Experiments.*

In the first and fourth experiments where equal weights of fowls were purchased there are several variations which may be explained. The weight of the two after cleaning varies considerably. That is largely due to the difference in the fatness of the fowls. In the first experiments only  $6\frac{1}{2}$  ounces of fat were removed while in the fourth 10 ounces were taken out. The giblets in the first experiment weighed only  $7\frac{1}{2}$  ounces while in the fourth they weighed  $12\frac{1}{2}$  ounces. By removing these a considerable difference in the weight is effected. The amounts of stuffing used vary within somewhat wide limits, that is, from two pounds,  $4\frac{1}{2}$  ounces, to three pounds,  $13\frac{1}{2}$  ounces. In the first experiment, the stuffing used was made with crackers, in the second and third, with bread. In the fourth, two fowls were stuffed with bread stuffing and one with cracker stuffing. In this experiment the two fowls most nearly of the same weight, one weighing three pounds,  $10\frac{1}{2}$  ounces, and the other three pounds, five ounces, after cleaning, were stuffed one with bread stuffing and the other with an equal weight of cracker stuffing. After cooking, the first one weighed three pounds, five ounces, and the second three pounds, one ounce, a loss in the first case of 9.79 per cent, and in the second of 7.55 per cent in cooking. Hence, the difference in shrinkage does not depend materially on the kind of stuffing.

In experiment No. 3, the fowls were received from the market without the customary cleaning. Hence there was a greater shrinkage in the cleaning after they were received, than in the other experiments. The greater length of time required in cleaning them also added to the expense for labor, which is greater in that experiment than in the others.

*Results.*

The results of these experiments vary somewhat more widely than those of the previous set. The cost per pound of cooked stuffed fowl varies from 23.488 cents to 29.824 cents, averaging for the four experiments 26.440 cents. The cost of stuffing and cooking including fuel and labor is covered by an addition of 4.247 cents per pound to the cost per pound as served.

*Conclusions.*

When the cost of labor and fuel is included, the cost of cooked stuffed fowl averaged 26.4 cents per pound. As in the previous experiments the cost of fuel and labor may be counted out under the same conditions, thereby lessening the cost of preparation. In any case the cost of cooked chicken, as purchased, whether at 30 cents per pound or more, is somewhat greater than the cost of the home-cooked article. The cost of preparation, i.e., labor and fuel, requires on the average an addition of 2.70 cents per pound to the cost of actual food material as served when cooked at home; while if purchased ready cooked at 30 cents per pound the expense is 6.26 cents per pound more than the cost of food material.

*Cost of Cooked Chicken as Sold.*

The prices of roasted chickens vary very decidedly at the different places where they are sold. There are several ways of fixing the prices of the chickens which makes comparison of the cost difficult. In some places the chicken is sold whole by weight at 35 or 40 cents per pound. In other places the whole or half chicken is sold for a fixed price, not according to weight but by the size judged casually. In these cases the

prices vary from 35 cents to \$1.25 per chicken. The size which is sold whole for 60 cents weighs about two pounds, including the stuffing. There is still a third way in which they are sold. Three and a half cents a pound is added to the cost per pound as purchased and the chicken is then roasted. In this case the weight before the cooking is the basis of calculation, in the others, the weight afterwards.

### *General Remarks.*

Considering each article separately it is evidently somewhat cheaper to cook the food at home, yet might there not be conditions under which it would be as cheap to have it done outside? For example, the time of the housekeeper might be spent in teaching, writing, or otherwise in earning money which would exceed the increased expense of ready-cooked food. It would then be economy for her to devote her time to these more remunerative occupations, and supply her table with ready-cooked food. Again, in these experiments no allowance has been made for the cost of the equipment and for the wear and tear incident to the processes of home cooking.

If enough food could be cooked outside, might it not be possible to do away with the cooking equipment in the house? It has been suggested that in this case the services of the cook could be dispensed with, and perhaps the general houseworker could be removed from the house, and her place supplied by specialists in different departments of housework, who would give a small portion of their time to a number of different families. The fuel could be done away with altogether, providing the regular heating apparatus of the house was extended to the kitchen; and even the room itself would be available for other purposes.

A further saving could be made in the food of the houseworkers.\* The cost of their food is, for various reasons, often greater in proportion than that of the members of the family. Much food material also, through carelessness and ignorance in preserving it, finds its way to the garbage can. If the food were purchased ready cooked outside, would there not be less opportunity for wastefulness of this kind, since the tendency would be to estimate closely the amount provided so that there would be just enough and no surplus? In this case, if the houseworker still lived in the house, her allowance would be more limited than with the usual lavish table of the ordinary American housekeeper, and this item of waste would be decreased.

Hence, by saving equipment, service, fuel, space, and food, might not the extra output for ready-cooked articles be more than counter-balanced? When arrangements for delivering food hot and ready to serve are perfected, it may be found entirely feasible to adopt this method of providing for the family table, and one feature of the domestic problem will be solved.

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\* The term "houseworker," as used in this report, is employed in preference to the current terms "servant" or "domestic."

## COST OF ENTIRE FOOD CONSUMED BY THE FAMILY.

The objection most often raised to buying food ready cooked is its expense. Those to whom it would be the greatest boon are those who feel obliged to economize most closely.

The experiments next described were made in order to test the present facilities for the purchase and delivery of ready-cooked food in Boston, and to compare the cost of furnishing the table with food bought ready cooked with the cost of preparing the same food at home.

The present sale of cooked food is largely to persons with a small family who are doing light housekeeping. Under ordinary conditions so large a family as the one considered here would have the cooking done at home with only occasional purchases of ready-cooked food. But the possibility of buying everything for the table outside, even for a large family, is here demonstrated and the results are not without interest and suggestion.

While cooked food can be purchased, it cannot often be delivered with the guarantee of its being hot on arrival. It thus becomes necessary to re-heat the food before serving and this occasions some expense for fuel and service. The utensils used in re-heating, and those in which the food is delivered require washing, hence service is again required for this operation. The factors, then, which make up the expense of serving food bought ready cooked are the cost of the food itself, the fuel used in re-heating, and the service involved in preparing it for the table.

We have much the same factors in the cost of home-cooked food. First, the cost of the raw materials, second, the fuel, and third, the labor in preparing.

*Discussion of Experiments.*

These experiments were begun at the School of Housekeeping in November, 1899, and repeated in May, 1901. As accurate quantitative experiments the results have no value, for the work was not sufficiently exact. The work was undertaken merely to answer practically the questions as to whether it would be possible to purchase ready-cooked all the food required for a family and what the relative cost would be as compared with the home-made product.

During the first experiment there were from eight to 10 people in the family, and everything required, including tea, coffee, etc., was purchased ready-cooked. The articles came from several different establishments, but much of the food was cooked at the New England Kitchen. In each case the experiment continued three days. The following week the same menu was repeated for three days, all of the food being cooked in the house, and the difference in expense was estimated. As in the experiments previously described the cost of labor was estimated at 8½ cents an hour, and of fuel at \$1 per 1,000 feet for gas; 0.31 cents per pound for coal. Oil is taken at 10 and 12 cents per gallon.



In the three tables for November, 1899, which follow, the menus for the corresponding days when the food was cooked outside and inside the house are given, and the expense in each case. The cost of service and fuel is also reckoned and included in the final estimate. The total number of meals served is recorded and the cost per person per meal is computed. A coal stove was used when the cooking was done inside the house, and an Aladdin oven was employed to re-heat the ready-cooked food.

The tables for May, 1901, present the results of the experiment as repeated. The menus of the earlier experiment were repeated as nearly as possible, although a few slight variations were necessary on account of the difference in season. At this time the family was considerably larger than previously, averaging 15 persons; and the food was re-heated by means of a gas stove, occasionally supplemented by an Aladdin oven.

*Menus. November 9 and 12, 1899.*

CLASSIFICATION.	Cost—All Food cooked Outside (24 Meals served)	Cost—All Food cooked Inside (28 Meals served)
Breakfast, . . . . .	\$0.08	\$0.78
Oranges, . . . . .	0.08	0.08
Cracked wheat, . . . . .	0.08	0.08
Cream, . . . . .	0.23	0.23
Beans, . . . . .	0.14	0.08
Brown bread, . . . . .	0.10	0.08
Fish balls, . . . . .	0.14	0.17
Catsup, . . . . .	0.02	0.02
Butter, . . . . .	0.09	0.09
Coffee, . . . . .	0.10	0.05
Luncheon, . . . . .	2.07	1.03
Potato salad, . . . . .	0.60	0.08
Sliced ham, . . . . .	0.20	0.20
White rolls, . . . . .	0.10	0.05
Butter, . . . . .	0.09	0.09
Cocoa, . . . . .	0.23	0.08
Canned cherries, . . . . .	0.60	0.30
Frosted silver cake, . . . . .	0.25	0.25
Dinner, . . . . .	4.78	3.27
Julienne soup, . . . . .	0.24	0.36
Roast chicken, . . . . .	1.70	1.38
Peas (canned), . . . . .	0.13	0.13
Rice croquettes, . . . . .	0.16	0.07
Crab apple jelly, . . . . .	0.39	0.08
White bread, . . . . .	0.05	0.05
Lettuce, . . . . .	0.20	0.20
Mayonnaise, . . . . .	0.10	0.18
Bread sticks, . . . . .	0.30	0.05
Macaroon ice cream, . . . . .	1.50	0.72
Sponge cake, . . . . .	0.10	0.10
Service in preparing meals at 8½ cents per hour, . . . . .	0.18	1.41
Fuel consumed in preparing meals:		
Kerosene at 10 cents per gal., . . . . .	0.03	-
Coal, 65 lbs., . . . . .	-	0.20
Total cost, . . . . .	\$7.99	\$6.71
Average cost per person per meal, . . . . .	\$0.33291	\$0.23981

*Menus. November 10 and 13, 1899.*

CLASSIFICATION.	Cost — All Food cooked Outside (\$8 Meals served)	Cost — All Food cooked Inside (\$11 Meals served)
Breakfast, . . . . .	\$1.08	\$0.75
Tokay grapes, . . . . .	0.25	0.25
Corn meal mush, . . . . .	0.08	0.02
Cream, . . . . .	0.23	0.23
Beef croquettes (see soup of day before), . . . . .	0.16	0.04
Oatmeal rolls, . . . . .	0.12	0.07
Bread, . . . . .	0.06	-
Butter, . . . . .	0.09	0.09
Coffee, . . . . .	0.10	0.06
Luncheon, . . . . .	1.03	0.65
Tomato soup, . . . . .	0.24	0.17
Crackers, . . . . .	0.02	0.02
Cold chicken (from day before), . . . . .	-	-
Saratoga chips, . . . . .	0.10	0.10
Brown bread, . . . . .	0.05	0.07
Butter, . . . . .	0.09	0.09
Indian pudding, . . . . .	0.50	0.17
Tea, . . . . .	0.03	0.03
Dinner, . . . . .	3.67	1.63
Pea soup, . . . . .	0.20	0.04
Roast beef, . . . . .	2.70	1.06
Potato croquettes, . . . . .	0.16	0.12
Bread, . . . . .	0.05	0.05
Lettuce, . . . . .	0.20	0.20
French dressing, . . . . .	0.03	0.03
Crackers, . . . . .	0.03	0.03
Apple tapioca, . . . . .	0.30	0.10
Service in preparing meals at 8½ cents per hour, . . . . .	0.13	0.53
Fuel consumed in preparing meals:		
Kerosene at 10 cents per gal., . . . . .	0.03	-
Coal, 48 lbs., . . . . .	-	0.15
Total cost, . . . . .	\$5.94	\$3.76
Average cost per person per meal, . . . . .	\$0.22846	\$0.12125

*Menus. November 11 and 14, 1899,*

CLASSIFICATION.	Cost — All Food cooked Outside (\$8 Meals served)	Cost — All Food cooked Inside (\$9 Meals served)
Breakfast, . . . . .	\$0.83	\$0.67
Apples and bananas, . . . . .	0.10	0.10
Boiled hominy, . . . . .	0.08	0.02
Cream, . . . . .	0.23	0.23
Creamed codfish, . . . . .	0.15	0.13
Graham muffins, . . . . .	0.12	0.06
Oatmeal bread, . . . . .	0.05	0.08
Coffee, . . . . .	0.10	0.05
Luncheon, . . . . .	1.15	1.00
Fish chowder, . . . . .	0.24	0.30
Crackers, . . . . .	0.02	0.02
Cold beef (from day before), . . . . .	-	-
Macaroni and cheese, . . . . .	0.15	0.12

*Menus. November 11 and 14, 1899 — Concluded.*

CLASSIFICATION.	Cost — All Food cooked Outside (28 Meals served)	Cost — All Food cooked Inside (28 Meals served)
<b>Luncheon — Con.</b>		
Oatmeal rolls, . . . . .	0.12	0.08
Butter, . . . . .	0.09	0.09
Cocoa, . . . . .	0.23	0.09
Cream puffs, . . . . .	0.30	0.30
<b>Dinner,</b>	3.62	1.23
Chicken soup (see dinner, Nov. 9), . . . . .	0.32	-
Celery, . . . . .	0.10	0.10
Lamb pie, . . . . .	0.00	0.23
Boiled rice, . . . . .	0.15	0.06
White bread, . . . . .	0.06	0.06
Crackers, . . . . .	0.03	0.03
Lobster salad, . . . . .	2.00	0.70
Apple pie, . . . . .	0.30	0.04
Cheese, . . . . .	0.07	0.07
Service in preparing meals at 8½ cents per hour, . . . . .	0.13	0.77
Fuel consumed in preparing meals:		
Kerosene at 10 cents per gal., . . . . .	0.03	-
Coal, 48½ lbs., . . . . .	-	0.15
Total cost, . . . . .	\$5.76	\$3.87
Average cost per person per meal, . . . . .	\$0.2067	\$0.13349

*Menus. May 8 and 14, 1901.*

CLASSIFICATION.	Cost — All Food cooked Outside (54 Meals served)	Cost — All Food cooked Inside (43 Meals served)
<b>Breakfast, . . . . .</b>	\$1.69	\$1.06
Oranges, . . . . .	0.13	0.13
Cracked wheat, . . . . .	0.13	0.02
Beans, . . . . .	0.28	0.06
Fish balls, . . . . .	0.27	0.16
Brown bread, . . . . .	0.20	0.06
Catsup, . . . . .	0.09	0.09
Coffee, . . . . .	0.20	0.07
Cocoa, . . . . .	0.23	0.11
Cream, . . . . .	0.25	0.25
Butter, . . . . .	0.11	0.11
<b>Luncheon, . . . . .</b>	2.63	1.39
Potato salad, . . . . .	0.70	0.08
Sliced ham, . . . . .	0.50	0.49
White rolls, . . . . .	0.20	0.03
Cocoa, . . . . .	0.23	0.11
Butter, . . . . .	0.11	0.11
Canned cherries, . . . . .	0.59	0.30
Frosted silver cake, . . . . .	0.25	0.24
Bread, . . . . .	0.05	0.03
<b>Dinner, . . . . .</b>	6.62	4.50
Julienne soup, . . . . .	0.42	0.25
Roast chicken, . . . . .	3.15	2.25
Peas (canned), . . . . .	0.37	0.37
Rice croquettes, . . . . .	0.36	0.07
White bread, . . . . .	0.10	0.06

*Menus. May 8 and 14, 1901 — Concluded.*

CLASSIFICATION.	Cost—All Food cooked Outside (54 Meals served)	Cost—All Food cooked Inside (48 Meals served)
Dinner — Con.		
Lettuce, . . . . .	\$0.30	\$0.30
Mayonnaise, . . . . .	0.25	0.12
Bread sticks, . . . . .	0.27	0.03
Macaroon ice cream, . . . . .	1.00	0.92
Sponge cake, . . . . .	0.40	0.13
Service in preparing meals at 8½ cents per hour, . . . . .	0.26	1.29
Fuel consumed in preparing meals:		
Gas at \$1 per thousand cubic feet, . . . . .	0.11	0.23
Total cost, . . . . .	\$11.61	\$8.57
Average cost per person per meal, . . . . .	\$0.2305	\$0.1993

*Menus. May 9 and 15, 1901.*

CLASSIFICATION.	Cost—All Food cooked Outside (44 Meals served)	Cost—All Food cooked Inside (43 Meals served)
Breakfast, . . . . .	\$1.65	\$0.95
Bananas, . . . . .	0.15	0.15
Corn meal mush, . . . . .	0.10	0.01
Beef croquettes (see soup of day before), . . . . .	0.32	0.08
Health rolls, . . . . .	0.24	0.14
Bread, . . . . .	0.05	0.03
Butter, . . . . .	0.11	0.11
Coffee, . . . . .	0.20	0.07
Cocoa, . . . . .	0.23	0.11
Cream, . . . . .	0.25	0.25
Luncheon, . . . . .	1.48	0.71
Tomato soup, . . . . .	0.21	0.13
Crackers, . . . . .	0.06	0.06
Potato chips, . . . . .	0.20	0.04
Cold chicken (from day before), . . . . .	-	-
Brown bread, . . . . .	0.10	0.03
Butter, . . . . .	0.11	0.11
Indian pudding, . . . . .	0.50	0.18
Cream, . . . . .	0.13	0.13
Tea, . . . . .	0.17	0.03
Dinner, . . . . .	5.32	2.70
Pea soup, . . . . .	0.30	0.08
Roast beef, . . . . .	1.09	0.91
Potato croquettes, . . . . .	0.48	0.13
Bread, . . . . .	0.10	0.03
Lobster salad, . . . . .	2.10	1.10
Crackers, . . . . .	0.06	0.06
Cream puffs, . . . . .	0.80	0.39
Service in preparing meals at 8½ cents per hour, . . . . .	0.39	1.18
Fuel consumed in preparing meals:		
Gas at \$1 per thousand cubic feet, . . . . .	0.09	0.23
Kerosene at 12 cents per gal., . . . . .	0.02	-
Total cost, . . . . .	\$8.95	\$5.87
Average cost per person per meal, . . . . .	\$0.2084	\$0.1365

*Menus, May 10 and 16, 1901.*

CLASSIFICATION.	Cost—All Food cooked Outside (47 Meals served)	Cost—All Food cooked Inside (43 Meals served)
Breakfast, . . . . .	\$1.03	\$0.99
Oranges, . . . . .	0.14	0.14
Boiled hominy, . . . . .	0.10	0.02
Creamed codfish, . . . . .	0.20	0.14
Graham muffins, . . . . .	0.30	0.10
Health bread, . . . . .	0.10	0.06
Coffee, . . . . .	0.20	0.07
Cocoa, . . . . .	0.23	0.11
Cream, . . . . .	0.25	0.25
Butter, . . . . .	0.11	0.11
Luncheon, . . . . .	1.98	1.41
Flsh chowder, . . . . .	0.48	0.55
Crackers, . . . . .	0.04	0.04
Cold beef (from day before), . . . . .	-	-
Macaroni and cheese, . . . . .	0.30	0.17
Health rolls, . . . . .	0.24	0.14
Butter, . . . . .	0.11	0.11
Cocoa, . . . . .	0.23	0.11
Apple tapioca pudding, . . . . .	0.45	0.16
Cream, . . . . .	0.13	0.13
Dinner, . . . . .	3.15	1.13
Chicken soup (see dinner, May 14), . . . . .	0.48	-
Radishes, . . . . .	0.10	0.10
Lamb pie, . . . . .	1.20	0.33
Boiled rice, . . . . .	0.25	0.06
White bread, . . . . .	0.10	0.03
Lettuce, . . . . .	0.30	0.30
French dressing, . . . . .	0.03	0.03
Crackers, . . . . .	0.04	0.04
Apple pie, . . . . .	0.60	0.19
Cheese, . . . . .	0.06	0.06
Service in preparing meals at 8½ cents per hour, . . . . .	0.28	1.05
Fuel consumed in preparing meals:		
Gas at \$1 per thousand cubic feet, . . . . .	0.11	0.33
Total cost, . . . . .	\$7.15	\$4.91
Average cost per person per meal, . . . . .	\$0.1521	\$0.1142

*Notes upon the Experiments.*

In both cases, in the second experiment, the cost per person per meal of the food from outside is somewhat less than in the first one. There are various reasons for this. In the first place, in catering for a large family somewhat less food may be provided in proportion to the number than in a small one. In a few cases the same amount was purchased when 15 were served as for the family of eight, and there was ample for the wants of the family. The danger of providing too generously for the family is lessened when food is bought outside. Just enough was ordered in these experiments to serve the number expected, and there was very little left, while in the home preparation the quantities provided were often more than enough so that there was some food left, which in so large a family could not be served to advantage at another meal.

The time of year might be a factor which would help to account for the difference in expense in the two experiments, for it is to be expected that appetites would be keener in November than in May. Also, an estimate of the amount of food to purchase

could be made more closely in May than in November, when the family was just adjusting itself to its surroundings, and its tastes and capacity were not known. Undoubtedly, therefore, the second experiment represents better catering than the first.

The curious discrepancy in time between the first and second experiments seems to have no rational basis other than a mistake in one case or the other. Difference in the prices of the same article of food, where this varies greatly in the two cases, may be accounted for by the fact that in the second experiment, less expensive grades of the same food were sometimes used.

In the year and a half which intervened between the experiments the prices of cooked food declined slightly. It is probable that prices will continue to grow less as the demand increases, so that it may sometime be so much cheaper to buy everything cooked that home cooking will be considered an expensive luxury.

In comparing the cost of the individual articles made inside and outside of the house it is interesting to note in what kinds of dishes there is the greatest difference. For instance in croquettes of various kinds we find noticeable differences. Rice croquettes outside cost 36 cents; inside only seven cents. Beef croquettes cost 32 cents outside, eight cents inside. Potato croquettes cost 48 cents outside, 13 inside. Lamb pie outside costs \$1.20; inside 33 cents. There is a great difference between the inside and outside cost of muffins, rolls, and bread sticks. In all these instances of wide difference in cost, the articles are those which require a good deal of time and handling in the preparation, not those in which the materials are most expensive. If a cook or general houseworker is employed, so that the time she spends in cooking may be eliminated, the table can be furnished with elaborately-made dishes the expense of which consists largely in the labor involved in preparation. If cooking of this sort is desired, one can evidently have more variety at less expense when such dishes are prepared at home.

### *Results.*

In the first experiments the average cost per person per meal including fuel and labor was 0.25569 cents when all the food was cooked outside. The same food was prepared at home at an average cost of 0.16485 cents per person per meal. In other words, the cost per person per meal was 55.10 per cent more when the food was purchased ready cooked than when the cooking was all done at home.

In the second series of experiments in May, 1901, the average cost per person per meal outside, including fuel and labor, was 0.19533 cents, while inside it was 0.15 cents, that is, the ready-cooked food cost 30.22 per cent more than that prepared in the house.

The saving in time by the purchase of the food ready cooked was very great. In the first experiment  $4\frac{1}{2}$  hours were required to prepare the cooked food for the table. It took  $32\frac{1}{2}$  hours to cook the same food in the house. In the second experiment the difference was also very marked. The time needed for preparing the food cooked outside was 11 hours, while it took  $41\frac{1}{2}$  hours for the home-cooked articles.

### *Conclusions.*

It was a decided surprise to the family to find that the food cooked outside of the house was so good. The meats in particular were very well cooked. Although they had to be re-heated they were not dried or toughened. The soups, too, were extremely good. Tea and coffee and a few other things were much better when made at home. But while

admitting that the articles from outside were good the majority of the family preferred the home cooking.

The experiments proved (1) that a well-varied menu of good quality could be provided for a large family from food prepared outside the house; (2) that the expense was greater when the food was bought outside; (3) that there was a great saving in time and labor by the purchase of food outside.

In general, may we not conclude that it might be possible to do away with all cooking in the house, when the increase in expense is counterbalanced by the saving of time and labor? In small families especially, where the cost of food is greater in proportion than in large families, the meals might easily be entirely cooked outside, making it possible in a small house or in an apartment to dispense with a maid. Again, to purchase food ready-cooked might give the mistress time to do more profitable work. In a small family the exact amount required could be purchased. This would save much of the waste, both in buying and serving, which seems unavoidable when the small quantities needed are cooked at home.

The choice of foods ready cooked must necessarily be limited. Since in the present development of the industry the food must be cooked a considerable time before it is served, and must usually be re-heated if it is to be served hot, all the dishes which spoil by standing, or which depend upon immediate serving for their peculiar delicacy, are debarred. Thus such things as cheese dishes, soufflés, cooked eggs, and certain other dishes would only be good freshly made at home. These might all of them be made with a very simple cooking equipment such as a small oil or gas stove, or even a chafing dish. If a maid is kept it would require no expense for labor to have her do such simple cooking as the preparation of these few dishes; or the housekeeper herself could do it, with very little outlay in time and energy.

The further equipment of the kitchen could be reduced to a minimum, provided arrangements could be perfected for delivering the cooked food hot, ready to serve. This will undoubtedly be done in time and indeed has already been attempted. When its success is assured, may not home cooking as we now know it be relegated to the past, at least so far as cities are concerned?

#### PRESENT STATUS OF FOOD PREPARED OUT OF THE HOUSE.

The experiments described in this article give some indication of the kinds and amounts of food now prepared out of the house, and visits to grocers and caterers will extend the list of such prepared foods. Grocers sell all kinds of canned articles, such as fruits, vegetables, soups, meats, fish, pickles, and preserves. These are practically ready for use though some of them need to be re-heated. There are also a number of prepared foods, such as breakfast cereals, which require little or no cooking; and

various kinds of crackers, biscuits, sweet cakes, and cookies which are ready for use. Besides canned meats many grocers sell freshly-cooked ham, sliced and ready to serve. There are other partially prepared foods which can now be bought such as shelled nuts, seeded raisins, vegetables, such as peas and beans already shelled, all helping to lessen the amount of work in home cooking. Bakeries supply breads in great variety, baked beans, pies, cakes, and other kinds of pastry. The caterers offer freshly-cooked meats of all kinds, breads, rolls, plain and fancy cakes, pastry, puddings, jellies, soups, salads, sauces, both hot and cold, croquettes and cutlets, and so on through a long list of articles which furnish sufficient variety to supply any table.

At first, the cost of these articles seems high in comparison with the same things cooked at home, and, as shown in the experiments described, when the mere expense of the raw material is considered they are more expensive than the home-made articles. But the caterers have to charge enough to cover their outlay for rent, service, lights, fuel, and depreciation of plant, in addition to the cost of materials. In one case, an allowance of 22 per cent on the cost of the material is made to cover these expenses, and any profit must be added to this. They also have to cover the risk of having food left on their hands unsold, although where a restaurant is run in connection with the establishment, as is usually the case, the risk is small as the food can be made over and used there.

The quality of the foods bought ready cooked varies as greatly as that in individual homes. Most of the things bought in tins are quite as good, if carefully put up, as those cooked in the house. The foods bought of bakers and caterers vary much in quality. But the conditions under which they are prepared, and the materials which go into them must be considered, and where care is taken to have these conditions satisfactory, the food is almost invariably well cooked and palatable. Interest on the part of the purchaser to investigate these conditions is the best guarantee of clean and wholesome food.

Many of the restaurants send out dinners as ordered from their cards at regular prices. This makes the cost of a meal very high, as a single order, rarely enough for more than two, costs as much as a whole meal for an ordinary family.

Certain caterers have to a limited extent undertaken the delivery of meals, and have employed apparatus more or less successful for keeping the food hot. These are usually portable cases with insulating material in the walls, and fitted to contain charcoal, hot soapstone, or other heating appliances. Hot coffee is also delivered in quantity in insulated tanks.

The preparation and sale of cooked food have increased so much in the last two years that one may reasonably predict a still greater increase in the near future. One caterer reports that his sales in this line are five times greater than two years ago. One enterprising department store



has opened a "delicatessen" department where cooked meats, croquettes, pressed meats, salads, etc., are sold. During the six months since its opening the business has greatly increased. The sales are greater during hot weather than in the winter, and on Saturdays large amounts are sold for Sunday consumption. At one store, which makes a specialty of cooked food, the sales average about 700 per day. This includes bread, rolls, sandwiches, meats, vegetables, salads, etc.

#### CONCLUDING REMARKS.

It is farthest from the intention of the Domestic Science Committee of the Association of Collegiate Alumnae or of the School of Housekeeping to advocate any modification of present methods of housekeeping which would make it more difficult and complex. "Not to add to the burden of the home-maker by demanding of her an expert's knowledge; not to increase the drudgery of daily living by rendering more complex the already cumbersome and complicated machinery of daily life; not to elaborate but to simplify: To discard what is useless and unwieldy; to forge the facts of science into practical tools by whose aid the home's efficiency in the production of health and character shall be increased; to subordinate the household machinery to the ends for which it exists and so make possible a fuller expression of those ideals of character and citizenship through which alone the home has a true economic justification,"—this is the avowed purpose of the School of Housekeeping and gives the impetus to the present study of foods.

Nevertheless, before practical constructive measures can be taken to simplify and perfect household machinery, there must be an accurate knowledge of the present facts of daily living and of their relation to other phases of the world's activity; for any evolution of housekeeping must be conditioned by the laws that govern the industrial and social world at large. Accurate knowledge of present facts can come only through a careful and exact study of existing conditions and it is for this reason that Miss Bigelow's work on the cost of bread and of meats is of value. Obviously it does not take a scientific investigation to inform the practical housekeeper that bakers' bread is of a certain quality and price, but just what the price of a home-made loaf is, and, provided fuel and labor are included in the cost, how nearly this price approximates the price of the article purchased outside of the house, few of even the most practical housekeepers would be prepared to say.

The very limited investigation covered by this report has shown that for such salient items of household expenditure as cost of fuel, cost of labor, cost of wear and tear, cost to employer of living expenses of employé, the average housekeeper, though she be most experienced and practical, can give no estimate; and until these points, and numerous other items of family expenditure, are definitely recognized and determined, there can be no conscious recognition of the real significance of present conditions.

It is, of course, perfectly true that with the existing appliances for housekeeping it would often be inconvenient or impossible to alter present methods in housework, and that to purchase large amounts of cooked food, or to do away with the services of many houseworkers, would not be practicable until there has been sufficient evolution in the plan and equipment of the house itself to adapt it to the new conditions. That the tendency is to have increased amounts of work done outside the house is undeniable. Laundry work and certain kinds of cleaning and cooking are already done by outside agencies in constantly increasing amounts. They are merely following the course of other household industries that left the home-roof earlier in the century — candlemaking, the curing of meats, spinning, weaving, to a certain extent sewing, and many other incipient industries that have now become specialized and organized in factories and shops on a colossal scale. How far this tendency of having housework done by outside agencies will be carried, is a disputed question, but that the tendency exists, and that it is in line with the general course of industry cannot be denied by the most conservative home-makers. In so far as it is in line with the general impulse by which industrial and social forces are shaping the world, it is inevitable. Failure to recognize the tendency can only prolong present friction and discomfort; attempts to thwart it can only end in ultimate defeat.

[NOTE. — The economic factors involved in the cost of living under the present organization of industry, the relative food value of different dietaries, the relation of the cost of service to other items of household expense, the improvements possible in domestic economy as a feature of the industrial problem, the prevention of waste, etc., have been considered in different reports of the Massachusetts Bureau of Statistics of Labor, or in previous issues of the Bulletin. See Workingmen's budgets (dietaries and costs), Report for 1875, pp. 221 *et seq.*; Comparative prices and cost of living: 1860-1883, Massachusetts and Great Britain, Part IV, Report for 1884; Food consumption. Quantities, costs, and nutrients of food-materials, Part III, Report for 1886; Hours of labor in domestic service, Bulletin No. 8, October, 1898; Social conditions in domestic service, Bulletin No. 13, February, 1900; Household expenses, Bulletin No. 15, April, 1900; etc.]

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## LEGISLATION OF 1900 AFFECTING HOURS OF LABOR.

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Our last summary, published in the Bulletin for May, 1900, covered recent legislation in the United States affecting hours of labor up to January 1, 1900. Since that date, up to January 1, 1901, the following changes have been made:

In *Massachusetts*, it is provided that the act fixing eight hours as the limit of a day's work for employes of cities and towns, which, by the terms of the statute was made dependent upon the acceptance by a majority of

the registered voters in any city or town at an annual election, shall be submitted for such acceptance upon the petition of 100 or more registered voters in a city or 25 or more registered voters in a town, filed with the city or town clerk 30 days or more previous to the election. (Chap. 357 — 1900.)

The hours of minors under 18 and of women employed in mercantile establishments are reduced from 60 to 58 per week, except in retail shops during December. (Chap. 378 — 1900.)

The hours of labor for employes in county jails or houses of correction are limited to 60 per week. (Chap. 425 — 1900.)

In *New York*, it is provided that the law fixing eight hours as a day's work for employes in the public service shall not apply to engineers, electricians, or elevator men in public buildings during the session of the Legislature. (Chap. 298 — 1900.)

The hours of pharmacists or drug clerks employed in any city having a population of one million are limited to 70 per week. Six hours overtime is permitted in any week for the purpose of making a shorter succeeding week, but the aggregate working hours in any two such weeks shall not exceed 136. The working hours each day are to be consecutive, with one hour allowance for each meal, and they are to be so arranged that an employé shall receive at least one full day off in every two consecutive weeks. (Chap. 453 — 1900.)

In *Ohio*, eight hours is made a legal day's work for employes in the public service and for workmen under all public contracts. (p. 357 — 1900.)

In *Louisiana*, persons, firms, or corporations doing business at retail, where female labor or female clerks are employed, are required, under penalty, to give their employes each day between the hours of 10 A.M. and 3 P.M. not less than thirty minutes intermission for lunch or recreation. (Act 55 — 1900.)

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## LEADING COURT DECISIONS RELATING TO LABOR—1900.

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The following summary contains the principal decisions of the courts in the United States during the year 1900, upon subjects directly relating to labor. It is intended to give an outline merely, with reference to each case, and a citation of the official court reports in which the full text of the decision may be found by the reader who wishes to follow any particular case farther. These reports can be found in the State Library or in any County Law Library. The Bulletin of the United

States Department of Labor also contains current reports of the decisions rendered from time to time, reproducing all material parts *in extenso*. In this summary the arrangement is by subjects, that of Employers' Liability comprising the largest number of cases.

*Aiding or Enticing Seamen to Desert.*

January 15. *Young v. Frazier et al.*, 59 *Pacific Reporter*—707. Supreme Court of Oregon. The statute (Section 1952, Hill's Annotated Laws of Oregon) makes the act in question (enticing seamen to desert) a punishable offence. As against the claim that this was unconstitutional, being an attempt . . . to regulate foreign commerce, not within the power of a State Legislature, the constitutionality of the statute was affirmed, it being held a rightful exercise of the police power of the State.

August 7. *Handel v. Chaplin*, 36 *Southeastern Reporter*—979. Supreme Court of Georgia. On a writ of error, judgment having been rendered in the lower court against Handel, for violation of section 655 of the penal code of Georgia in aiding a seaman to desert from his vessel while in the waters of the State. He had been previously convicted and sentenced, and had applied for a writ of *habeas corpus* in the superior court, which had been refused. He claimed that the section was unconstitutional. The action of the superior court was affirmed.

*Blacklisting.*

October 19. *McDonald v. Illinois Central Railroad Co.*, 58 *Northeastern Reporter*—463. An action to recover damages for blacklisting. Supreme Court of Illinois. Judgment in favor of the defendant was rendered in the lower court, and on appeal to the appellate court this judgment was affirmed. On writ of error to the supreme court the judgment of the appellate court was also affirmed.

The question turned on the insufficiency of the declaration, the court holding:

Whether the charge included in the question formulated by the counsel for the plaintiff in error would constitute a cause of action was not presented to the trial court by the declaration, and we agree with the view entertained by the trial court, that the declaration failed to state a cause of action.

*Claims against Seamen.*

February 1. *United States v. Nelson*, 100 *Federal Reporter*—125. U. S. Dist. Court, Southern Dist. of Alabama. In a penal prosecution for making false claims against seamen, a demurrer to indictment held that the penal provision of the statute applied only to false statements made for the purpose of establishing a claim against an allotment of wages made by a stipulation as provided by said statute, and not to any other false claims against seamen, such as in present case. Demurrer sustained. Indictment dismissed.

*Contract for Work.*

February 16. *State v. Chapman*, 34 *Southeastern Reporter*—961. Breach of contract. Supreme Court of South Carolina. Upholds constitutionality of an act making it a misdemeanor, punishable by imprisonment or fine, wilfully to fail to perform the services required by a contract for work, upon shares of crop or wages, after having received advances, in payment thereon.

*Eight-Hour Law.*

April 6. *City of Seattle v. Smyth et al.*, 60 *Pacific Reporter*—1120. Supreme Court of the State of Washington on appeal from the action of the lower court in sustaining a demurrer to the complaint in the above case, declaring the city ordinance which made it unlawful to require or permit any day laborer or mechanic to work on public works more than eight hours a day to be unconstitutional. The judgment of the lower court was affirmed.

The principle upon which this ordinance was held to be unconstitutional was that, in the language of the court:

It interfered with the constitutional right of persons to contract with reference to compensation for their services, where such services are neither unlawful or against public policy, nor the employment is such as might be unfit for certain classes of persons, as females and infants.

#### *Employers' Liability.*

January 24. *Grace & Hyde Co. v. Kennedy*, 99 *Federal Reporter* — 679. (Common law.) U. S. Circuit Court of Appeals. Appeal from judgment of lower court in favor of plaintiff, who was injured by being thrown from a structure, in process of erection by defendant company in the night, on account of the displacement of a guy rope running across the street, with which a mail van collided, said rope, as alleged, being insufficiently guarded by lights or watchmen. The defendant, in assignment of error, urged the doctrine of non-liability for injury caused by co-servant, and claimed that the original danger was created by the acts of the workmen themselves, the occasion for warnings or signals arising in consequence of the men unnecessarily extending the guys across the street.

The court affirmed the judgment of the lower court, saying that the defect in the defendant's argument was:

The omission to recognize the ordinary necessity for the protection of the employés, and that the absolute duty of the master to provide a safe place is not avoided by the neglect of his representative or servants to do the things which will obviously prevent the known original danger.

January 30. *Petty v. Brunswick & Western Railway Co. (in Georgia)*, 35 *South-eastern Reporter* — 82. (Common law.) A contract between employer and employé to accept benefits from a relief fund, in release of employers' liability, is not contrary to public policy. A contract of this kind, even though the employé contribute to the fund, is not wanting in mutuality. Acceptance of such benefit by employé, under such a contract, amounts to a satisfaction of claim against employer.

February 12. *Frye v. Bath Gas & Electric Co.*, 46 *Atlantic Reporter* — 804. Supreme Judicial Court of Maine (full bench) on a motion for a new trial, a verdict having been rendered for the plaintiff, who brought suit for damages for injuries incurred while in the employ of the defendant. Motion overruled.

The court held that:

The verdict of a jury is entitled to respect, and should not be disturbed unless it is so clearly wrong as to compel the conclusion that it is the result of prejudice or failure to comprehend the facts and the legitimate inferences therefrom, or is antagonized by some controlling rule of law.

February 19. *Pawnee Coal Co. v. Royce*, 56 *Northeastern Reporter* — 621. Supreme Court of Illinois. On appeal from judgment against the company for injuries received by Royce. Action of lower court reversed, on ground of imperfect instructions to jury respecting a release of claim executed by the employé, his allegation being that he did not know what he was doing. The court said:

The series of instructions given omitted important considerations, and, in effect, told the jury that the release was inoperative . . . the case was exceedingly close on the facts, and the defendant was entitled to have the jury fairly and accurately instructed as to the law governing every material feature.

February 21. *Limberg v. Glenwood Lumber Co.*, 60 *Pacific Reporter* — 176. (Common law.) Supreme Court of California. An appeal from judgment against the company for injuries received by Limberg. Judgment reversed, on ground of insufficiency of evidence to support verdict.

February 28. *New Orleans & Northeastern Railroad Co. v. Clements*, 100 *Federal Reporter* — 415. (Common law.) U. S. Circuit Court of Appeals, upon writ of error, judgment of lower court being in favor of Clements.

The plaintiff in original action was injured by the absence of a protecting nut upon the brake wheel, so that the wheel came off under his manipulation, causing him

to fall between the cars. The defendant company in the trial requested the court to instruct the jury that after a railroad company has appointed inspectors and provided by its rules for proper inspection of its cars, its duty is then performed and no negligence can be imputed to the company.

This ruling was refused. The counsel for the plaintiff in error also argued that the employé who was injured could easily have discovered the condition of the brake and could have used it in such a way that he would not have been injured. The judgment of the lower court was affirmed, and the following opinion expressed:

As to patent defects in machinery furnished by railroad companies for employés' use, the railroad companies are insurers in all cases where the employé, by reason of his employment or the circumstances of the case, has no full opportunity before using the machinery in question to observe or note the patent defect, and in the present case the defendant was called upon to use the defective brake at night in an emergency and without opportunity to examine or inspect the same.

February 28. *Fenwick v. Illinois Central Railway Co.*, 100 *Federal Reporter* — 247. U. S. Circuit Court of Appeals, affirming judgment of Circuit Court of Mississippi, in favor of defendant. Under the statute of Mississippi, as construed by court, in view of facts as shown, the foreman whose negligence plaintiff alleged as the cause of his injury, did not, in reference to the services in which both were engaged, bear such relation to the plaintiff as to make the defendant employer liable for his alleged negligence.

March 3. *Brush Electric Light & Power Co. v. Wells*, 35 *Southeastern Reporter* — 365. Supreme Court of Georgia. Negligence, if any, by which employé was injured, was that of a fellow employé. Company therefore not liable under statute as construed by court. Judgment of lower court reversed.

March 7. *Levister v. Southern Railway Co.*, 35 *Southeastern Reporter* — 207. Supreme Court of South Carolina. Release of claim, set up in defence, alleged to have been fraudulently obtained; but defendant demurred "because facts did not show that plaintiff had rescinded said release and returned, or offered to return, the consideration thereof before beginning action." Demurrer sustained by circuit judge, and, on appeal this action was sustained by supreme court.

March 16. *Rhobidas v. City of Concord*, 47 *Atlantic Reporter* — 82. Supreme Court of New Hampshire. On a demurrer filed by the plaintiff to a plea entered by the defendant, to the effect that it being a municipal corporation, was not liable under the law in a suit for damages for personal injuries while the plaintiff was a servant of the waterworks department of the city.

The supreme court sustained the demurrer, holding that a servant in a city waterworks department, who has received personal injuries through the negligence of the city's officers or agents, may recover therefor against the city. The court said:

It is . . . universally considered, even in the absence of a statute giving the action, that municipal corporations are liable for acts of misfeasance positively injurious to individuals, done by their authorized agents or officers in the course of the performance of corporate powers constitutionally conferred, or in the exercise of corporate duties.

April 9. *Missouri, Kansas, & Texas Railway Co. v. Elliott*, 102 *Federal Reporter*. — 96. U. S. Court of Appeals for the eighth circuit. On a case removed by writ of error from the United States Court of Appeals in the Indian Territory, which had affirmed the judgment of the lower court against the company.

The original action was brought by the widow and children of a fireman to recover damages for his death, alleging the negligence of the company's train dispatcher, which resulted in the collision of two trains. The judgments of the lower courts were affirmed, the court holding that:

It is assigned as an error that the court refused to instruct the jury that the train dispatcher was a fellow-servant of the fireman. But this was not an error. That the train dispatcher is not a fellow-servant of the train man in discharging the duties of the train dispatcher for the railroad company is now as firmly settled as any rule of law can be by judicial decisions.

In the trial of the case, the official schedule of wages furnished to all terminal agents by the defendant company had been offered in evidence. Its introduction was objected to by the defendant, and the objection was sustained by the court, but the circuit court of appeals held that "this schedule of wages was clearly competent for the purpose of showing the wages the company paid the firemen in its employ."

April 17. *Velaloro v. Perkins et al.*, 101 Federal Reporter — 393. U. S. Circuit Court for Dist. of Massachusetts. In an action brought (under Massachusetts statutes) by a widow for damages on account of death of husband. The defendants' contention that action could not be maintained because plaintiff was a citizen and resident of Italy, was overruled. Held, that "there is nothing in the act which limits right of recovery to citizens or residents of Massachusetts."

May 8. *Hamman v. Central Coal & Coke Co.*, 56 Southwestern Reporter — 1091. Supreme Court of Missouri, on appeal from a judgment of the Circuit Court in favor of the plaintiff.

The constitutionality was questioned of an amendment to the revised statutes of Missouri limiting the damages to be recovered against an employer for loss of life in mines. The defendant raised the point that the prescribing of the measure of recovery of damages was class legislation, and therefore void. The act was held to be constitutional, however.

May 8. *Toledo Brewing & Malting Co. v. Bosch*, 101 Federal Reporter — 530. U. S. Circuit Court of Appeals. Upon a writ of error from a judgment in favor of the plaintiff in the lower court in an action to recover for personal injuries.

The controlling question was whether the doctrine in relation to employer and independent contractor was applicable to the facts in the case. The court held, in view of the cases cited, that:

It must be regarded as established by the weight of authority, supported by reason, that the master is not relieved . . . by letting work to a contractor, and that he does not avoid liability in case the work is negligently done, and the servant thereby injured in consequence of dangers or defects which it is the duty of the master to protect his employes against.

Held, that the lower court rightly ruled on the question on which the case turned, and correctly instructed the jury.

May 14. *Southern Railway Co. v. Harbin*, 36 Southeastern Reporter — 218. Supreme Court of Georgia, on writ of error from lower court, judgment having been rendered in favor of plaintiff, notwithstanding his contributory negligence. Held, that under the statute upon which the action was predicated, "an employé is not entitled to recover damages for personal injuries when he negligently contributed to the bringing about of same." Judgment reversed.

May 15. *Rohrabacher v. Woodward*, 82 Northwestern Reporter — 797. Supreme Court of Michigan on a writ of error, judgment having been rendered for the defendant in the lower court. Judgment affirmed, the court holding that the plaintiff, who was injured by the operation of a wood-working machine, he continuing to operate the machine after he knew that it was dangerous, although he had been assured by the defendant that it was not dangerous, could not recover, on the ground that an experienced servant, of mature years, cannot continue to operate a machine which he knows is dangerous without assuming a risk, simply upon the assurance of his employer that it is not, if he has just as much knowledge of the danger arising from the operation of the machine as his principal has.

May 28. *Deserant v. Cerillos Coal Railroad Co.*, 20 Supreme Court Reporter — 967. U. S. Supreme Court, on writ of error from Supreme Court of New Mexico.

Injury to plaintiff occurred through an explosion in a mine, alleged to be due to insufficient ventilation, etc., and to the subsequent negligent ignition of gases by defendant's servant. Defendant claimed, however, that the cause of explosion was "altogether of conjecture and surmise, possibly by powder accidentally ignited, or otherwise in manner not making defendant liable."

Two trials were had in the district court, the first resulting in judgment for plaintiff, reversed by supreme court; the second, in judgment for defendant, affirmed by supreme court. On the writ of error, the judgment of the supreme court of the territory was reversed, with instructions to reverse the judgment of the district court, and grant a new trial.

May 31. *Mulhall v. Fallon et al.*, 57 *Northeastern Reporter*—386. Upon exceptions to certain rulings of the lower court, the verdict being rendered in favor of the plaintiff in the original action the case was brought to the Supreme Judicial Court of Massachusetts.

The suit was brought by an Irish woman who had never left Ireland, to recover damages for the death of her son, an employé of the defendant, under the provisions of the Employers' Liability law of the State. The gist of the exceptions was that the lower court refused "to direct a verdict for the defendant, either on the ground that the statute conferred no rights upon the plaintiff, or on the ground that she did not appear to have been dependent upon the wages of her son for support."

The court said that:

On the question of the plaintiff's dependence upon her son, we are of the opinion that there was evidence for the jury.

Upon the question as to whether the plaintiff could claim the benefit of the act, being a non-resident, the court said:

Under the statute, action for death without conscious suffering takes the place of an action that would have been brought by the employé himself if the harm had been less, and by his representative if it had been equally great, but death had been attended with pain. (St., 1887, c. 270, sect. 1, cl. 3.) In the latter case there would be no exception to the right of recovery if the next of kin were non-resident aliens. It would be strange to read an exception into general words when the wrong is so nearly identical, and when the different provisions are part of one scheme. In all cases the statute has the interest of the employés in mind. It is on their account that an action is given to the widow or next of kin. Whether the action is to be brought by them or by the administrator, the sum to be recovered is to be assessed with reference to the degree of culpability of the employer or negligent person. In other words it is primarily a penalty for the protection of the life of a workman in this State. We cannot think that workmen were intended to be less protected if their mothers happen to live abroad, or less protected against sudden or lingering death. In view of the very large amount of foreign labor employed in this State we cannot believe that so large an exception was silently left to be read in. We are of the opinion that the superior court was right in letting the case go to the jury.

The exception was therefore overruled.

June 12. *Eaton v. New York Central & Hudson River Railroad Co.*, 57 *Northeastern Reporter*—609. Court of Appeals of New York. In the original trial the plaintiff obtained judgment. This, however, was reversed by the supreme court, and the court of appeals in turn reversed this action.

The plaintiff, a brakeman, was injured by a brake staff giving way and precipitating him from the top of the car to the track, where he was run over. The brake which gave way, however, was upon the car of another company, received for transportation, which car had been inspected by the defendant's inspectors, who had not noticed the defect which caused the accident.

The supreme court, which reversed the action of the lower court, assumed that the question whether the defect was discoverable or not by reasonable inspection was one of fact for the jury. The final court of appeals held that this assumption was warranted by the evidence, but the supreme court had also held that the defendant was exempted from liability under a certain rule, which, in its view, placed the duty of inspection upon trainmen equally with the car inspectors.



The court of appeals held that such a construction of the company's rule as would place upon a brakeman, in addition to the other duties and obligations resting upon him, the duty of inspection, was not a reasonable construction of the rule, and that "the inspection of the brake that proved defective did not fall upon the plaintiff. Assuming that there was negligence on the part of his fellow-brakeman, such negligence would not be imputable to the plaintiff, or preclude a recovery by him."

June 18. *Fluhrer v. Lake Shore & Michigan Southern Railway Co.*, 83 *Northwestern Reporter* — 149. Supreme Court of Michigan, upon writ of error from lower court, in which judgment was rendered for plaintiff, who sought to recover damages for death of her husband. (On a previous trial of the case, the judgment rendered for plaintiff was set aside by supreme court on a single point, involving the question of whether a violation of rules of the railroad company, under which the accident occurred, was so far "customary" as to amount to ratification by the company, and to virtual abrogation of the rule. Upon the conflict of testimony on this point the case was remanded.) On the writ of error, however, the counsel for defendant argued the question over again. The court held that the jury had been properly instructed on the second trial, however, and the judgment of the lower court was consequently affirmed.

June 21. *Pioneer Cooperage Co. v. Romanowicz*, 57 *Northeastern Reporter* — 864. Supreme Court of Illinois, on appeal from a judgment in favor of the plaintiff in the lower courts. The plaintiff signed a release, but introduced evidence to the effect that neither he nor the witness to his signature could read English, and that he was misled in signing the document.

The court held that the effect of the release, under the circumstances, was a question of fact to be determined by the jury under proper instructions, and that such instructions were given. The judgment of the lower court was therefore affirmed.

June 25. *Long v. Chicago, Rock Island & Texas Railway Co.*, 57 *Southwestern Reporter* — 802. Supreme Court of Texas, on writ of error from judgment in favor of the defendant in the lower courts. The plaintiff in a suit for damages was non-suited in trial court (sustained on an appeal to court of appeals) on the ground that the servants of the railroad company whose negligence caused his injury were fellow-servants of plaintiff.

Judgment of the lower courts reversed, however, the supreme court holding that the common law had been so far changed by the statute of Texas as to put the lower courts in error in holding that the servants in question were fellow-servants of plaintiff.

July 12. *Quirouet v. Alabama Great Southern Railroad Co.*, 36 *Southeastern Reporter* — 599. Supreme Court of Georgia. On writ of error, against judgment in favor of defendant in lower court. The doctrine of contributory negligence operated against the plaintiff in this case, who was injured while trying to mount a moving flat freight car, by the breaking of a standard intended to protect the freight from displacement, not as a means of mounting the car. Action of lower court affirmed.

July 14. *City Council of Augusta v. Owens*, 36 *Southeastern Reporter* — 830. Supreme Court of Georgia, upon writ of error, judgment for the plaintiff having been rendered in the lower court.

This was an action brought by a city employé to recover damages incurred in the operation of a quarry. The superintendent employed by the city ordered work done over the place where the plaintiff was employed, and falling rocks detached in the performance of this work injured the plaintiff, who alleged that the defendant was the defendant's vice-principal. The city, however, claimed that the superintendent was a fellow-servant of the plaintiff, for whose negligence it could not be held liable.

The court sustained the judgment for the plaintiff on the point mentioned, holding that the representative of a municipal corporation, under the circumstances cited, he

being a superintendent of the work, with power to direct laborers, but not joining with them in their labor, and being the city's sole and only representative, was a vice-principal and not a fellow-servant; and even if the immediate cause of an injury be the negligent act of a fellow-servant, the master is liable if the fellow-servant did the act under orders from the vice-principal, if the giving of such an order was of itself an act of negligence as to the defendant. Judgment was, however, reversed upon other grounds.

August 7. *Vogt v. Houstain*, 83 *Northwestern Reporter* — 533. Supreme Court of Minnesota, on an appeal from the lower court, which had denied the defendant's motion for a new trial, judgment having been rendered for the plaintiff. The action of the lower court was reversed.

The injury was caused after assurance had been given by the superintendent of works that the employé should be protected from a danger which had been reported to the superintendent. The appellate court stated that:

Where promise had been made to an employé to remedy defects, etc., the person receiving the promise may wait . . . a reasonable length of time for the fulfilment of the same, when the danger is not imminent; and the promise does not thereby assume the risk of injury resulting therefrom. But the rule stated does not extend to a promise that fellow-servants . . . will not be guilty of . . . occasional acts of negligence . . . so as to bind the master. . . . In all such cases the liability of the master depends upon his failure or neglect to perform some personal obligation or duty . . . imposed by the general duties of the relation between master and servant.

October 2. *Louisville & Nashville Railroad Co. v. Miller*, 104 *Federal Reporter* — 124. U. S. Circuit Court of Appeals for the sixth circuit. Upon a writ of error, judgment having been rendered in the lower court in favor of Miller who was injured while in the employ of the company as a switchman.

Miller was inexperienced, but was assigned to the work upon which he was employed, however, the company claiming that, under the circumstances, he had voluntarily assumed the risks incident to the duties, and therefore could not escape the consequences of his own ignorance or inexperience.

Certain cases were cited in support of this contention, but the court said:

We do not assent to the reasoning of these cases, nor are they in accordance with the great weight of authority. . . . The law is now well settled that the duty of cautioning and qualifying an inexperienced servant in a dangerous occupation applies as well to one whose disqualification arises from a want of that degree of experience requisite to the cautious and skilful discharge of the duties incident to a dangerous occupation with safety to the operator, as when the disqualification is due to youthfulness, feebleness, or general incapacity.

Miller had given notice that he had no experience, but was instructed by the yardmaster, and assigned as a learner to a switching crew, whose foreman certified in less than five days that he was qualified. The court held that the negligence of the servant who undertook to qualify the plaintiff was the negligence of the master. The judgment of the lower court was affirmed.

October 2. *Fellon v. Girardy*, 104 *Federal Reporter* — 127. On a writ of error before the U. S. Circuit Court of Appeals, judgment in favor of the plaintiff having been rendered in the lower court.

The plaintiff, in his declaration, urged that the deceased (plaintiff's intestate) was inexperienced in the work he was set to do, and that his inexperience and the danger to be encountered were known to the foreman, who, however, failed to caution the employé. The court held that, under such circumstances, "the master is guilty of a breach of duty unless he gives such reasonable cautions and instructions as should reasonably enable the servant, exercising due care, to do the work with safety to himself." The judgment of the lower court was therefore affirmed.

October 8. *Great Northern Railway Co. v. Kasischke*, 104 *Federal Reporter* — 440. U. S. Circuit Court of Appeals, on a writ of error against the judgment of the U. S. Circuit Court for the Dist. of North Dakota in favor of Kasischke.

In the original trial it was shown that the employé had signed a release of claims for damages, and this was offered as a defence by the employing company. He claimed, however, that the release was obtained by fraud and misrepresentation, he not being able to read or write English, and that he did not understand fully or accurately what he was asked to sign, but that the agent of the company had informed him that his doctor's bill would be paid, and that he would be given a light job, and that he only ascertained the real purport of the writing after it was signed through a conversation with some of his fellow-workmen. The employing company contended, however, that there was no evidence that in any way impeached the validity of the release, and that the trial court should have so declared without permitting the jury to determine the facts. The appellate court held:

In this instance we are satisfied that it was the function of the jury to decide whether the plaintiff was deceived as to the contents of the release, and also to determine whether he was guilty of any such negligence in executing it, under the circumstances disclosed by the proof, as should estop him from contesting its validity. The judgment below is accordingly affirmed.

October 13. *Challanooga Rapid-Transit Co. v. Venable*, 58 *Southwestern Reporter* — 861. Supreme Court of Tennessee, on appeal from a judgment in favor of the defendant.

The plaintiff in the original action was an employé, who, at the time of the injury for which he sought to recover damages, was temporarily off duty on account of a previous slight injury, and was riding on one of the trains of the employing company to report his readiness to return to duty. In transit, he was injured in a collision.

The railway company contended that, under the circumstances, the plaintiff riding contrary to its rules without payment of fare or upon a pass, and not being in actual service, it was not liable. The plaintiff contended, however, that he was a passenger, entitled to all the protection which under the law attaches to the passenger relation. The court, after reviewing the circumstances at length, held as follows:

The weight of authority and of sound policy, we think, is that where a servant performs all his work at a fixed place, and the master, either by custom or as a gratuity, carries him to and from his work, the servant doing no service for the master on the train, he is to be treated as a passenger.

The judgment of the lower court was affirmed.

October 13. *Missouri, Texas, & Kansas Railway Co. v. Baker*, 58 *Southwestern Reporter* — 964. Baker sued the railway company for damages for injuries alleged to have been caused by the negligence of the foreman of a switching-crew, of which he was a member. The company alleged in defence, among other things, that all the employés were fellow-servants with the plaintiff, for whose negligence the company was not liable. The plaintiff filed a demurrer, which was sustained by the court, which rendered judgment in his favor. The company appealed, and on the appeal the judgment of the district court was sustained, on the ground that the language of the statute of Texas had made the railway company liable for all damages, under the circumstances cited in the case, by reason of the negligence of any other servant.

October 24. *Houston & Central Texas Railroad Co. v. Milan*, 58 *Southwestern Reporter* — 735. Court of Civil Appeals, of Texas, reversing the decision of the lower court in favor of the plaintiff in an action to recover damages for injuries. Notwithstanding the reversal of judgment, however, one point which had been raised in the assignment of error was decided in favor of the plaintiff.

This related to a release signed by the plaintiff, which he claimed had been signed in ignorance or under misrepresentation. On discovering its nature, he tendered to the defendant's attorney the money consideration for which the release had been signed, but it was refused. The trial court charged:

If plaintiff read the release, he could not be heard to say that he did not understand it, and that, if he failed to read it before signing, he could not avoid its effect unless he was induced not to read it by the representations of defendant's employé who procured it.

In the latter case it would be void. The burden of proof upon the issue was upon the plaintiff. The appellant contended, however,

That the naked representation of defendant's agent, though untrue, would not relieve plaintiff of the duty of reading the instrument, nor release him from being bound thereby, and that his reliance upon such representation, in the absence of fraud, would be immaterial.

The plaintiff offered proof showing that his eyes were in such condition that he could not read at the time. The appellate court found that the charge of the trial court on the point cited was not in error.

November 7. *Beacon Lamp Co. et al. v. Travelers' Insurance Co. et al.*, 47 *Atlantic Reporter* — 579. Court of Chancery of New Jersey, on a bill brought to recover an amount for which defendant had insured plaintiff against loss from liability for damages to employes caused by its negligence. The defendants demurred, but the demurrer was overruled. The principal point made by the insurance company against the bill was based upon the following condition :

No action shall lie against the company as respects any loss under this policy, unless it shall be brought by the assured himself to reimburse him for loss actually sustained, and paid by him in satisfaction of a judgment after trial of the issue.

This case presents several interesting points which are not susceptible of condensation.

November 13. *Sax v. Detroit, Grand Haven, & Milwaukee Railway Co.*, 84 *Northwestern Reporter* — 314. Supreme Court of Michigan, upon a writ of error, judgment of the lower court having been rendered in favor of the plaintiff, who sued to recover damages for breach of contract of employment.

The plaintiff had been injured while in the employ of the road as brakeman. He was idle for four months, then resumed work, and was then dismissed, owing, as the defendant contended, to the fact that the services of a brakeman were dispensed with upon the trains upon which plaintiff was employed. The plaintiff contended that his employment was under a contract whereby, in consideration of releasing his claim for damages on account of his injury, he had been promised a permanent position during his lifetime, so long as his conduct and services were satisfactory. With respect to this contention of the plaintiff, the court said :

It affirmatively appears . . . that he was not laid off by reason of dissatisfaction with his services, and the failure to employ him thereafter constituted a breach of the contract.

Upon a review of the case as a whole, however, the judgment of the lower court was reversed.

November 20. *Stewart v. Ferguson*, 58 *Northeastern Reporter* — 662. Court of Appeals of New York, judgment rendered in favor of the plaintiff in the lower courts, having been sustained after appeal to the supreme court in an action to recover damages, and for alleged negligence in causing the death of the plaintiff's intestate

The case turned on the construction of the statute involving the negligence of the employer, and the judgment of the lower courts was affirmed. The evidence tended to show that the scaffold which fell, causing the death of the employé, was not overloaded. The court said :

It was bearing the weight usually required in the performance of the labor for which it was an appliance. *Prima facie* it was so constructed as to bear less than one-fourth the weight required by the statute. Its fall, in the absence of evidence of other producing cause, points to the omission of the duty enjoined by the statute upon the defendant to the plaintiff in its construction, and points to it with that reasonable certainty which usually tends to produce conviction in the mind in tracing events back to their causes. It is circumstantial evidence, and if it does convince the jury, it justifies their verdict.

#### *Interference with Employés.*

September 6. *Plant et al. v. Woods et al.*, 57 *Northeastern Reporter* — 1011. The Supreme Judicial Court of Massachusetts. Appeal from a decree in favor of the plaintiffs in the original action in the Superior Court of Hampden County.

The plaintiffs brought said action to restrain the defendants from interfering with them in their employment, and asking for an injunction. The decision of the lower court was sustained, although the terms of the injunction were modified. This case arose out of a contest for supremacy of two labor unions of the same craft. The object of the defendants was to have all the members of the craft subjected to the ruling and discipline of their particular union.

The court, after reviewing fully the particular circumstances of the case, cited the opinion of Wells, J., in *Walker v. Cronin*, 107 Mass., 555, included in the following:

'Every one has a right to enjoy the fruits and advantages of his own enterprise, industry, skill, and credit. He has no right to be protected against competition, but he has a right to be free from all malicious and wanton interference, disturbance, or annoyance. If disturbance or loss come as the result of competition, or the exercise of like rights by others, it is *damnum absque injuria*, unless some superior right by contract, or otherwise, is interfered with. But if it come from merely wanton or malicious acts of others, without the justification of competition or the service of any interest or lawful purpose, it then stands upon a different footing.' In this case the acts complained of were calculated to cause damage to the plaintiffs, and did actually cause such damage; and they were intentionally done for that purpose. Unless, therefore, there was justifiable cause, the acts were malicious and unlawful. The purpose of the defendants was to force the plaintiffs to join the defendant association (a labor union), and to that end they injured the plaintiffs in their business and molested and disturbed them in their efforts to work at their trade. The defendants might make such lawful rules as they please for the regulation of their own conduct, but they had no right to force other persons to join them. The necessity that the plaintiffs should join this association is not so great, nor is its relation to the rights of the defendants, as compared with the right of the plaintiffs to be free from molestation, such as to bring the acts of the defendants under the shelter of the principles of trade competition. Such acts are without justification, and are therefore malicious and unlawful, and the conspiracy thus to force the plaintiffs was unlawful.

#### *Lien Law.*

February 5. *Davidson et al. v. Jennings et al.*, 60 *Pacific Reporter* — 354. Supreme Court of Colorado. A section of the lien law of Colorado, allowing attorney's fees in addition to costs, to the plaintiff who obtains judgment in proceedings for foreclosure of mechanics lien, such allowance constituting in effect a penalty against the defendant, declared unconstitutional.

#### *Refusal of License Certificate.*

March 27. *Wass v. Michigan Board of Examiners — for Barbers*, 82 *Northwestern Reporter* — 234. Supreme Court of Michigan. Denying application for writ of mandamus. Plaintiff was refused a certificate under statute, not having been engaged in business as a barber in the State for two years. He claimed that the two years' experience required need not necessarily be in the State. The court held that the intent of the statute was in conformity with the decision of the Board.

#### *Sunday Labor.*

April 9. *Petit v. State of Minnesota*, 20 *Supreme Court Reporter* — 666. Supreme Court of United States. Affirming constitutionality of statute of Minnesota, forbidding open barber shops on Sunday.

#### *Suspension from Trades Union.*

April 2. *Cotton Jammers' and Longshoremen's Association No. 2, v. Taylor*, 56 *Southwestern Reporter* — 553. Court of Civil Appeals of Texas, on appeal from a judgment in the county court of Galveston County in favor of Taylor, who brought suit for damages for alleged wrongful and malicious suspension from membership in the association.

On the appeal, the judgment of the lower court was reversed. The association in question was a trades union formed for the purpose of securing to its members certain valuable rights. One of its rules provided that a member should be subject to a fine and suspension if he worked for a less sum than 40 cents per hour. Under this rule Taylor was suspended. He had received no previous notice, and at the time of his suspension, although present, did nothing which amounted to a waiver of such notice. He protested against the summary proceedings, but this protest was ignored. He also

claimed in his petition that the suspension deprived him of the use of his tools, and affected his right and ability to procure work.

In assignment of error, the appellant complained of the refusal of the trial court to sustain a special exception to the petition. The court said :

The exception is that the petition fails to disclose in what manner he was deprived of the use of tools, and how and in what manner his suspension affected his right to engage in remunerative labor or prevented him from procuring work. The petition is defective in the respects pointed out, and the court erred in refusing to sustain the exception. . . . For the errors indicated, the judgment is reversed and the cause remanded.

#### *Unlawful Discharge of Employé.*

December 20. *Gillespie v. People*, 58 *Northeastern Reporter*—1007. Supreme Court of Illinois, on a writ of error, from the judgment of the lower court in which Gillespie had been convicted of attempting to coerce an employé to withdraw from a labor union by discharging him. The question raised in the writ of error involved the constitutionality of Section 32 of Chapter 48, Hurd's Revised Statutes of Illinois, 1899, making the act alleged a misdemeanor. The statute was held unconstitutional and void, and the judgment of the lower court reversed.

#### *Wages.*

March 3. *The "Alexander M. Lawrence."* 101 *Federal Reporter*—135. U. S. Dist. Court for Southern Dist. of Alabama.

The statutes of the United States forbid the payment of a seaman's wages in advance, and provide that in no case, except as therein provided, shall such payment absolve from full payment of wages after the same shall have been earned, and shall be no defence to a libel for the recovery of such wages. A decree was entered in the seaman's favor. The court said :

The advance of ten dollars made by the master to the libellant, a seaman, on his wages not then earned can be no defence to this libel for the recovery of wages, the proof showing that the wages were earned, and in view of the fact that the payment to the libelee . . . was in violation of section 4549, revised statutes . . . however unjust it may appear . . . I am constrained to hold that the claimant cannot be permitted to assert his right to have such payment deducted from or charged against any wages actually earned by the libellant.

April. *In re Flukes*, 57 *Southwestern Reporter*—545. Supreme Court of Missouri. On an application for writ of *habeas corpus* to procure applicant's discharge from an indictment charging her with suing a resident wage earner in a foreign State.

The petitioner was prosecuted under a statute of Missouri, making it a penal offence to send out of the State any note, account, etc., for the purpose of instituting a suit thereon in a foreign jurisdiction against a resident of Missouri, etc. Statute held to be unconstitutional and void.

May 12. *The "Occidental."* 101 *Federal Reporter*—997. U. S. Dist. Court for the Dist. of Washington. The libelants, seamen, claimed wages earned by services on a run from San Francisco to Seattle. The owner of the ship filed an answer resisting the demand on the ground that the libelants became bound, by signing articles for a definite time, to continue in the service of the vessel until the return of the vessel to San Francisco, the port of discharge. The men made known their intention of leaving the vessel on arrival at Seattle, and were held by the owner to be in wilful disobedience in so doing, and to forfeit the entire amount of their wages. The court found that the libelants went on board the vessel voluntarily, without having any valid contract entitling them to be returned to the port of San Francisco, and that therefore they had no just claim for expenses of returning to San Francisco, nor for any compensation except wages while they were doing the work required of them.

A decree was entered in accordance with this opinion.

May 14. *Kirkman v. Bird*. 61 *Pacific Reporter* — 338. Supreme Court of Utah, on appeal from judgment in favor of defendant in the lower court.

The point involved the constitutionality of an exemption of wages from garnishee process in certain cases, which had operated in favor of defendant in lower court. Judgment affirmed.

July 12. *Georgia Railroad Co. v. Gouedy*, 36 *Southeastern Reporter* — 691. Supreme Court of Georgia. On writ of error.

The original action was brought by Gouedy to recover wages which had been withheld. The supreme court delivered the following opinion:

In a suit by an employé against a railroad company for the balance of his wages, the company cannot legally defend by showing that the plaintiff had made a mistake whereby the company had suffered loss, which had been charged to an agent who was his superior, and under whom he was employed, and that in order to reimburse that agent it had stopped the wages of the plaintiff; such a course not being authorized by any rule of the company known to the employé, or agreed to by him.

The fact that the employé, when he received a part of his wages, gave a receipt in full for all demands, does not estop him to claim the balance, when it appears that he at the time protested against the stoppage of a portion of his wages.

September 27. *Commonwealth v. Hillside Coal Co.*, 58 *Southwestern Reporter* — 441. Court of Appeals of Kentucky. On an appeal by the Commonwealth from an action of the circuit court in dismissing the indictment against the company for failing to pay an employé in lawful money. Judgment reversed, for further proceedings.

November 10. *Rhea County v. Sneed*, 58 *Southwestern Reporter* — 1063. Supreme Court of Tennessee. On a writ of error, the judgment of the lower court being in favor of Sneed, who brought action to recover wages for services rendered a contractor who was constructing a bridge for the county. The judgment of the lower court was reversed.

The circuit judge had tried the case without a jury, and adjudged the county liable because of the failure of its commissioners to take a bond, as required by the statute. The county claimed that they had not employed Sneed, and owed him nothing. The appellate court held:

The learned trial judge was in error. Clearly, common-law responsibility on the part of the county for the debt could properly be based alone upon an express or an implied contract, and neither of these is shown in the proof. . . . They (the commissioners acting for the county) engaged the Groton Bridge Company to furnish a finished structure for an agreed price, and had the legal right to assume that it would pay for all labor and material employed.

The bond referred to by the circuit judge was required by a statute prohibiting the letting of any public work "until the contractor shall first execute a good and solvent bond to the effect that he will pay for all materials and labor," and other sections of the statute authorized unpaid laborers to bring action under such bond, and made it a misdemeanor for any officer to let a contract for public work without the bond.

The appellate court stated that while the commissioners, acting for the county, might be guilty of a misdemeanor and liable to a civil action, nevertheless:

It does not follow, however, that the county is liable for the neglect of its commissioners. . . . Their departure from the course of duty . . . was in no legal sense the act of the county. . . . It is a general rule that a private action can not be maintained against a county for damages arising from the neglect of its officers in connection with public highways, unless some statute confers the right to do so.

## SEMI-ANNUAL RECORD OF STRIKES.

During the six months ending June 30, 1901, 194 labor disagreements occurred in Massachusetts; by months, as follows: January, 21; February, 17; March, 21; April, 25; May, 73; June, 37. In aggregating the number of disagreements, a few general disturbances have been considered as one only, although a considerable number of establishments may have been affected and the difficulties may have covered more than one city or town. Of this character is the general strike among machinists, and those affecting the electrical linemen, and the paper makers. In many instances the difficulty occurred through some trifling misunderstanding, the men stopping work for a few hours only, matters being then amicably adjusted. In a few cases the disagreements were lockouts by the employers to avert strikes. One controversy partook of the nature of a strike, lockout, and boycott, and three were boycotts merely.

The causes of the disagreements were as follows: Relating to hours of labor only, 16; questions relating to wages only, 65; hours of labor and wages together, 43; other causes, 66; not stated, four.

The results were as follows: Succeeded, 57; succeeded partially, six; compromised, 22; satisfactorily adjusted by mutual agreement, five; failed, 75; pending at close of record, four; result not stated, 25.

The industries or classes of workmen involved in the disagreements were:

Building trades, 47; boots and shoes, 37; electrical linemen, 11; cotton goods and metals and metallic goods, 10 each; machines and machinery, six; woollen goods and food preparations, seven each; laborers (coal, hay, grain, etc.), five; employés in the paper industry, four; employés in printing, publishing, and bookbinding, stone workers, and laborers (highway), four each; brick, tiles, and sewer pipe, freight handlers (railroad), liquors (malt), and rubber and elastic goods, three each; makers of bicycles, tricycles, etc., makers of artisans' tools, teamsters, employés in leather, and telegraph messengers, two each; and the following one each: Barbers; boxes, barrels, kegs, etc.; building materials; carriages and wagons; clothing; cordage and twine; street railway general employés; furniture; glue, isinglass, and starch; horseshoers; hosiery and knit goods; farm laborers; street railway laborers; clerks (bicycles, etc.); clerks (dry goods); and tobacco, snuff, and cigars.

The most important difficulties were the strikes of the employés of the New England Telephone and Telegraph Company (linemen), the machinists' strike, and that of the paper makers at Holyoke. The strike of the linemen was inaugurated May 4, and in the course of two weeks became general throughout the State. The questions involved were the eight-hour day, recognition of the union, and certain minor grievances. From the standpoint of the company, the strike ended without concessions in two weeks; from the strikers' standpoint, it is still considered pend-



ing. Many of the original employés were re-employed, and the applications of others placed on file for re-employment when vacancies occur.

The machinists' strike, occurring in May, was general throughout the country, being ordered by the International Association of Machinists. The nine-hour day, with subsidiary questions relating to overtime, apprentices, and wages, was involved. The strike was ordered to take place May 20, and within one week from that time, the employés of all the large establishments in the industry throughout the State were on strike. During the first day, 1,000 men were granted their demands; in many other instances, concessions were made, and the men returned to work; in other cases, the order to strike resulted in a lockout on the part of the firm, the men's places were filled, and within a month the establishments were running with a full force. In some establishments the strike was pending at close of our record.

The strike of paper makers at Holyoke was the first labor difficulty of importance experienced in the industry in Massachusetts. It occurred June 4; caused the shutdown of 25 plants in Holyoke and South Hadley Falls; involved more than 2,500 employés; curtailed daily production largely; continued two weeks; and involved a considerable loss. The direct cause of the strike was to enforce the demand of the Stationary Firemen's Union for an increase in wages and shorter hours, a three-shift system to be granted firemen. The grievances of the paper makers were founded upon those of the stationary firemen, and were presented to the manufacturers by the Eagle Lodge of Paper Makers. The Whiting Paper Company, having granted the demands, was the only establishment not involved in the strike. The strike was settled through the efforts of the State Board of Arbitration and Conciliation June 15, the men returning to work June 17. The demands of the firemen were granted in their entirety; three shifts of firemen will do the work formerly done by two shifts; a day's work was limited to eight hours, at 25 cents per hour, minimum wage. The agreement between the employers and the paper makers embodied the following:

Manufacturing departments will be in operation from 7 A.M. on Monday to 6 P.M. on the following Saturday, making 131 hours. A week's work for a tour worker shall not exceed 66 hours. Each company, however, reserves the right to operate its manufacturing departments, in any or all of its plants, for a full 144 hours per week, but in case a company elects so to run, it will not require any tour worker to work more than 66 hours in any one week. In case the shortening of hours in the finishing departments should so unbalance any plant as to make it impossible to finish the paper made, it is understood that the help will work such overtime as is necessary to keep the finishing up even with the manufacturing until such time as any extra equipment needed may be added. The help working such overtime to be paid for same at their regular rate of wages.

The wages and hours of labor were specifically stated for each department and each class of operatives. The agreement as to Sunday work provides that double time will be allowed for such work on repairs, whether done by repair men, machine men, or others.

## THE SATURDAY HALF-HOLIDAY FOR CITY EMPLOYÉS.

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The Legislature, by Chapter 367 of the Acts of 1898, provided for a half-holiday for city and town employés, contingent upon action of the city councils or selectmen. Subsequently, under the provisions of Chapter 344 of the Acts of 1899, amended by Chapter 357 of 1900, eight hours is made the limit of a day's work for such employés, whenever the Act has been accepted as provided. In some cities a Saturday half-holiday has been arranged, under the operation of the eight-hour law, by overtime work on five days in each week, compensating a short day on the sixth. In other cities, a similar half-holiday is granted under the Statute of 1898. In still other cities no action has been taken upon the subject. The Bureau has been asked to supply a statement of the action taken in cities under the Statute of 1898 especially, and such a statement follows :

In *Beverly*, for the past three years all public offices have closed at 12 o'clock, noon, each Saturday during June, July, August, and September.

In *Boston*, by request of the city council, the Mayor has directed the heads of departments to allow a half-holiday, without loss of pay, on Saturdays between May 1 and November 1, to all city employés whose services can be dispensed with ; but employés whose services cannot be dispensed with as above are not allowed extra pay.

In *Cambridge*, action has been taken and is now in force, applying to laborers and mechanics, from June 15 to September 15.

In *Fall River*, the employés of the various departments, except the police and fire departments and janitors of public buildings, were, during 1899, allowed a half-holiday without loss of pay every Saturday, and city officers and clerks a half-holiday during June, July, August, and September, on every Thursday. But since January, 1900, employés in the labor service work overtime five days, offsetting the Saturday half-holiday. City offices close at 1 o'clock on Saturdays.

In *Fitchburg*, no action has been taken except to close the offices in City Hall at 1 o'clock on Saturdays during June, July, August, and September. The Street Commission has considered an arrangement of overtime on five days so as to stop at noon on Saturdays but the employés preferred eight hours daily.

In *Holyoke*, the offices in the City Hall close at 1 o'clock P.M. on Saturdays, from May 1 to November 1 in each year.

In *Lowell*, the heads of departments are authorized to arrange the hours of labor of all city laborers, workmen, and mechanics, so as to provide Saturday half-holidays, offset by overtime work on the other days of the week. This order took effect on the first Saturday in May of the present year. A similar order was in effect in 1900, and in 1899 half-holidays were granted on Saturdays during the months of July and August, except in case of employés whose services could not be dispensed with.

In *Lynn*, by vote of the city council, all employés, except of the police and fire departments, are allowed a weekly half-holiday during June, July, and August.

In *Medford*, the heads of departments are authorized to grant to regular employés therein, whose services can be dispensed with, a Saturday half-holiday during July and

August. This applies to the following departments: Highway, sewer, water, park, cemetery, city engineer, and public library; but does not apply to the members of fire and police departments.

In *New Bedford*, in 1898 the city council permitted a half-holiday to all employés, including the labor service. No subsequent action has been taken. Laborers and mechanics in the employ of the Board of Public Works and water department now observe the following hours: The first five days of each week, from 7 A.M. to 12 M. and from 1 to 4.30 P.M.; on Saturdays, from 7 A.M. to 12.30 P.M.; in all, 48 hours per week.

In *Newton*, an order was adopted granting laborers, mechanics, and all other classes of workmen a Saturday half-holiday during July and August, 1899.

In *Somerville*, weekly half-holidays have been granted for the past three years, under authority of the chapter in question, to employés in the city departments; but the present year, in view of the operation of the eight-hour law, which has been accepted by the voters of the city, such half-holidays are granted for the month of August only; and it is provided that the order shall take effect "unless the hours of service of said employés are governed by ordinance or their services cannot be spared without loss to the city or detriment to the public service."

In *Springfield*, until otherwise ordered, all city offices close at 1 o'clock P.M. on Saturdays. The employés of the highway and sewer departments discontinue work at 4 o'clock on Saturdays, and the water and park departments are permitted to allow their employés to discontinue work at the same time. This order was passed by the city council September 26, 1898, and approved on the following day.

In *Taunton*, city employés, beginning July 18, 1898, have been granted a half-holiday on Saturday afternoons, as follows: In 1898, from the third Saturday in July to the last Saturday in August, inclusive; in 1899, during June, July, August, and September; in 1900 and 1901, during May, June, July, August, and September. The following departments are not included: Police, fire, janitors, engineers in water and sewer departments, employés of municipal lighting plant. The offices in City Hall close at 1 o'clock P.M., Saturdays, during the months named.

In *Waltham*, the city government has this year passed a resolution requesting the Mayor to give the half-holiday provided for by the statute, applying to all the employés of the construction departments of the city, street, sewer, public building, water, and engineering departments.

In cities not included in the foregoing statement, no action has been taken.

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## MASSACHUSETTS LABOR LEGISLATION IN 1901.

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The following summary covers the Acts of 1901 relating to labor, and topics intimately connected therewith, the chapters being numerically arranged. The full text of the various laws may be obtained by reference to the Acts and Resolves issued by the Secretary of the Commonwealth.

It is also customary to include them in the report of the Bureau bearing date of the year subsequent to the enactment of the legislation; for example, those referred to in this summary will be found *in extenso* in the Bureau Report for 1902.

## ACTS.

*Chap. 80.* Bootblacks allowed to carry on business on Sundays up to 11 o'clock A.M.

*Chap. 106.* Convicts may be employed on the premises of the State Prison.

*Chap. 113.* Employers, in mercantile establishments, required to post time-tables in every room where persons are employed, stating the number of hours' work required of them on each day of the week, the time of commencing and stopping such work, time allowed for dinner, etc. (Amendment to Sect. 10, Chap. 508, Acts of 1894.)

*Chap. 164.* Employment of minors under 18 prohibited in the manufacture of certain acids when such employment is dangerous or injurious to health.

*Chap. 166.* Provision made for the better protection of workmen on iron or steel framed buildings.

*Chap. 370.* Specifications must be posted in every room of textile factories, where employes work by the piece, stating the character of each kind of work, and rate of compensation. In weaving rooms, the specification must state the intended or maximum length or weight of a cut or piece, the number of picks per inch, and the price. In roving or spinning rooms, the number of roving or yarn and the price per hank for each size of machine must be stated; the maximum length of a cut or piece shall not exceed five per cent of the intended length of same. (Amendment to Sect. 1, Chap. 144, Acts of 1895.)

*Chap. 377.* Members of police departments in certain cities and towns who are permanently incapacitated by injuries sustained in the performance of their police duties may be pensioned on half pay.

*Chap. 422.* Fraternal beneficiary corporations may be formed by seven or more residents of the Commonwealth for the purpose of providing for the payment of benefits in case of death, sickness, or disability.











# LABOR BULLETIN

OF THE COMMONWEALTH OF

## MASSACHUSETTS.

No. 20.

NOVEMBER.

1901.

CHAPTER 290, ACTS OF 1895.

For the purpose of disseminating information from time to time respecting the state of employment, and other information relative to industrial conditions, the bureau of statistics of labor is authorized to distribute a bulletin, at such regular intervals as it may deem advisable, to be printed by the state printers.

Prepared and Edited by the Bureau of Statistics of Labor.

HORACE G. WADLIN, *Chief.* CHAS. F. PIDGIN, *First Clerk.* FRANK H. DROWN, *Second Clerk.*

### CONTENTS.

	Page
STATISTICS OF RETAIL TRADE, . . . . .	117-128
Retail establishments in Fall River, Holyoke, Pittsfield, and Worcester, . . . . .	117
Number of establishments, partners, and stockholders, . . . . .	117-119
Average number of salaried persons employed, . . . . .	119,120
Classification of weekly salaries, . . . . .	120-122
Value of merchandise sold, amount paid in wages and salaries, capital invested, and surplus receipts, . . . . .	122-125
Percentage of surplus receipts of capital invested, . . . . .	125
Amount of capital invested, amount of wages and salaries, amount of merchandise cost, amount of surplus receipts, to each \$100 in sales, . . . . .	125-127
Total amount of sales in four leading branches of trade, and average amount per census family, by cities, . . . . .	127,128
COMPULSORY ARBITRATION IN NEW ZEALAND, . . . . .	128-137
Introduction, . . . . .	128,129
Report of a commissioner appointed by government of New South Wales, . . . . .	129-137
SEMI-ANNUAL REVIEW OF EMPLOYMENT AND EARNINGS — ENDING OCTOBER 31, 1901, . . . . .	138-144
Conditions affecting labor in the industrial centres of the Commonwealth, . . . . .	138-143
Boston, . . . . .	138,139
Brockton, . . . . .	139,140
Cambridge, Chicopee, and Fall River, . . . . .	140
Haverhill, . . . . .	140,141
Holyoke and Lawrence, . . . . .	141
Lowell, . . . . .	141,142
Lynn and New Bedford, . . . . .	142
Peabody, . . . . .	142,143
Woburn and Worcester, . . . . .	143
Summary by industries and cities, . . . . .	143,144
Cost of living, . . . . .	144
GENERAL STATISTICS OF MASSACHUSETTS CITIES, . . . . .	144-148
WOMEN IN INDUSTRY, . . . . .	149-151
Branches of occupations in which females are employed in Massachusetts, . . . . .	149-151
QUARTERLY RECORD OF STRIKES, . . . . .	151,152
Labor disturbances in Massachusetts during July, August, and September, 1901, . . . . .	151,152
HISTORICAL NOTE ON THE EIGHT-HOUR MOVEMENT, . . . . .	152-154
Early action of the Massachusetts Legislature upon the eight-hour day, . . . . .	152-154



# MASSACHUSETTS LABOR BULLETIN.

No. 20.

NOVEMBER.

1901.

## STATISTICS OF RETAIL TRADE.

The statistics contained in this article were collected by the Bureau from retail establishments in four Massachusetts cities, Fall River, Holyoke, Pittsfield, and Worcester. These places were selected on account of the different conditions obtaining in each place, Fall River being an eastern city, mainly devoted to the textile industry, Holyoke a western city, the seat of extensive paper mills, Worcester the second city in size in the Commonwealth, engaged in miscellaneous industries, chiefly metals and machinery, and Pittsfield, a self-centered city somewhat smaller than the others, and not so distinctly devoted to manufacturing. They cover the operations of 12 consecutive months, and include, with minor exceptions, all the retail establishments of importance doing business in each place during the year taken for the investigation, comprising 904 in Fall River, 394 in Holyoke, 224 in Pittsfield, and 955 in Worcester. The following table shows not only the number of establishments considered in each city, classified under various general heads, but also the number of partners and stockholders carrying them on or interested in them as proprietors, discriminating as to sex:

CITIES AND BRANCHES OF TRADE	Number of Establishments Considered	PARTNERS			STOCKHOLDERS			AGGREGATES: PARTNERS AND STOCKHOLDERS		
		Males	Fe-males	Both Sexes	Males	Fe-males	Both Sexes	Males	Fe-males	Both Sexes
<b>Fall River.</b>	904	958	112	1,070	110	46	156	1,068	158	1,226
Bicycles, sporting goods, etc., . . .	3	5	-	5	-	-	-	5	-	5
Boots and shoes, . . . . .	31	36	1	37	3	2	5	39	3	42
Caskets, coffins, etc., . . . . .	5	9	-	9	-	-	-	9	-	9
Cigars, tobacco, etc., . . . . .	22	23	-	23	-	-	-	23	-	23
Clothing, . . . . .	40	56	-	56	35	3	38	91	3	94
Coal and wood, . . . . .	13	19	-	19	3	-	3	22	-	22
Confectionery, fruit, etc., . . . . .	85	49	36	85	-	-	-	49	36	85
Drugs, medicines, etc., . . . . .	38	43	1	44	-	-	-	43	1	44
Dry goods, fancy goods, and notions, . . . . .	74	59	32	91	10	1	11	69	33	102
Furniture and house furnishings, . . . . .	50	60	-	60	6	4	10	66	4	70
Grain, hay, etc., . . . . .	8	9	-	9	-	-	-	9	-	9
Groceries, provisions, fish, etc., . . . . .	386	395	42	437	37	35	72	432	77	509
Hardware, paints, oils, etc., . . . . .	30	39	-	39	12	1	13	51	1	52

CITIES AND BRANCHES OF TRADE.	Number of Estab- lish- ments Con- sidered	PARTNERS			STOCKHOLDERS			AGGREGATES: PARTNERS AND STOCKHOLDERS		
		Males	Fe- males	Both Sexes	Males	Fe- males	Both Sexes	Males	Fe- males	Both Sexes
<b>Fall River — Con.</b>										
Jewelry, etc., . . . . .	15	17	-	17	-	-	-	17	-	17
Liquors: malt, distilled, and fermented, .	84	116	-	116	4	-	4	120	-	120
Musical instruments and materials, . . .	3	3	-	3	-	-	-	3	-	3
Other branches of trade, . . . . .	17	20	-	20	-	-	-	20	-	20
<b>Holyoke.</b>										
Boots and shoes, . . . . .	394	435	41	476	31	2	33	466	43	509
Bread, cake, etc., . . . . .	19	22	-	22	-	-	-	22	-	22
Caskets, coffins, etc., . . . . .	9	8	1	9	-	-	-	8	1	9
Cigars, tobacco, etc., . . . . .	7	7	-	7	-	-	-	7	-	7
Clothing, . . . . .	28	25	7	32	-	-	-	25	7	32
Coal and wood, . . . . .	35	31	15	46	4	1	5	35	16	51
Confectionery, fruit, etc., . . . . .	11	11	-	11	3	-	3	14	-	14
Drugs, medicines, etc., . . . . .	15	15	1	16	-	-	-	15	1	16
Dry goods, fancy goods, and notions, .	25	31	-	31	-	-	-	31	-	31
Furniture and house furnishings, . . .	14	15	4	19	-	-	-	15	4	19
Grain, hay, etc., . . . . .	17	24	-	24	7	1	8	31	1	32
Groceries, provisions, etc., . . . . .	5	7	-	7	-	-	-	7	-	7
Hardware, paints, oils, etc., . . . . .	118	130	10	140	-	-	-	130	10	140
Ice, . . . . .	14	20	-	20	-	-	-	20	-	20
Jewelry, etc., . . . . .	3	2	-	2	10	-	10	12	-	12
Liquors: malt, distilled, and fermented, .	10	11	-	11	-	-	-	11	-	11
Musical instruments and materials, . . .	32	43	-	43	-	-	-	43	-	43
Other branches of trade, . . . . .	3	4	-	4	-	-	-	4	-	4
<b>Pittsfield.</b>										
Boots and shoes, . . . . .	224	297	12	309	-	-	-	297	12	309
Bread, cake, etc., . . . . .	10	12	1	13	-	-	-	12	1	13
Cigars, tobacco, etc., . . . . .	6	6	1	7	-	-	-	6	1	7
Clothing, . . . . .	11	14	-	14	-	-	-	14	-	14
Coal and wood, . . . . .	17	19	2	21	-	-	-	19	2	21
Confectionery, etc., . . . . .	5	8	-	8	-	-	-	8	-	8
Dry goods, fancy goods, and notions, .	9	10	-	10	-	-	-	10	-	10
Furniture and house furnishings, . . .	11	17	2	19	-	-	-	17	2	19
Grain, hay, etc., . . . . .	19	27	1	28	-	-	-	27	1	28
Groceries, provisions, etc., . . . . .	70	88	5	93	-	-	-	88	5	93
Hardware, paints, oils, etc., . . . . .	7	10	-	10	-	-	-	10	-	10
Liquors: malt, distilled, and fermented, .	12	25	-	25	-	-	-	25	-	25
Other branches of trade, . . . . .	47	61	-	61	-	-	-	61	-	61
<b>Worcester.</b>										
Bicycles and supplies, . . . . .	955	1,029	109	1,138	1,217	148	1,365	2,246	257	2,503
Boots and shoes, . . . . .	9	10	-	10	4	2	6	14	2	16
Bread, cake, etc., . . . . .	41	45	2	47	189	12	201	234	14	248
Cigars, tobacco, etc., . . . . .	32	25	9	34	14	1	15	39	10	49
Clothing, . . . . .	44	46	6	52	-	-	-	46	6	52
Coal and wood, . . . . .	69	77	15	92	11	3	14	88	18	106
Confectionery, etc., . . . . .	21	25	-	25	264	21	285	289	21	310
Drugs, medicines, etc., . . . . .	14	14	5	19	-	-	-	14	5	19
Dry goods, fancy goods, and notions, .	55	59	-	59	43	7	50	102	7	109
Furniture and house furnishings, . . .	32	36	5	41	15	2	17	51	7	58
Grain, hay, etc., . . . . .	39	41	2	43	28	5	33	69	7	76
Groceries, provisions, fish, etc., . . .	9	14	-	14	-	-	-	14	-	14
Hardware, paints, oils, etc., . . . . .	339	350	46	396	607	91	698	957	137	1,094
Jewelry, optical goods, etc., . . . . .	16	21	-	21	5	-	5	26	-	26
Liquors: malt, distilled, and fermented, .	27	31	1	32	3	-	3	34	1	35
Musical instruments and materials, . . .	73	87	5	92	10	-	10	97	5	102
Stationery, books, etc., . . . . .	11	12	1	13	12	-	12	24	1	25
Other branches of trade, . . . . .	23	23	2	25	3	-	3	26	2	28
<b>Other branches of trade, . . . . .</b>										
	101	113	10	123	9	4	13	122	14	136

In all, 4,547 persons were interested as proprietors in the 2,477 establishments included in the four cities. These comprised 2,993 partners and 1,554 stockholders. Besides these, the returns showed among the partners, under the head of special partners, estates, etc., not included in the table, one in Fall River, six in Holyoke, two in Pittsfield, and 18 in Worcester; and among stockholders, under the head of banks, trustees, etc., also omitted from the table, one in Holyoke and three in Worcester. The limited number of stockholders shows, of course, that the corporate form of doing business is a minor factor in the retail mercantile trade, only 34.18 per cent of the entire number of persons interested in the management of these establishments being stockholders. The corporation did not appear at all in the establishments canvassed in Pittsfield, but was found in each of the other cities. It appears principally in the following branches: Boots and shoes; coal and wood; clothing; dry goods, fancy goods, and notions; furniture and house furnishings; groceries, provisions, fish, etc.; and to a limited extent in hardware, paints, oils, etc.; liquors: malt, distilled, and fermented; ice; bicycles; bread, cake, etc.; drugs and medicines; and a few other branches besides those unclassified. The six branches of trade first mentioned include, of course, the leading distributive concerns, which require the largest capital and in which the so-called department-store methods tend to prevail.

As to sex, 9.15 per cent of the partners were women, while of the stockholders 12.61 per cent were women, the larger percentage indicating the opportunity for investment open to women through the corporation, which has been noticed in manufactures and other branches of enterprise.

The establishments employed in the aggregate an average number of 5,210 salaried persons, as shown by the following table:

CITIES AND BRANCHES OF TRADE.	SALARIED PERSONS EMPLOYED (AVERAGE NUMBER)			CITIES AND BRANCHES OF TRADE.	SALARIED PERSONS EMPLOYED (AVERAGE NUMBER)		
	Males	Fe- males	Both Sexes		Males	Fe- males	Both Sexes
<b>Fall River.</b>	1,800	290	1,650	<b>Fall River—Con.</b>			
Bicycles, sporting goods, etc., . .	14	1	15	Musical instruments and materials, . .	7	—	7
Boots and shoes, . . . . .	87	—	37	Other branches of trade, . . . .	42	4	46
Caskets, coffins, etc., . . . . .	8	—	8				
Cigars, tobacco, etc., . . . . .	13	1	14	<b>Holyoke.</b>	568	188	756
Clothing, . . . . .	84	15	99	Boots and shoes, . . . . .	37	1	23
Coal and wood, . . . . .	19	—	19	Bread, cake, etc., . . . . .	3	5	8
Confectionery, fruit, etc., . . . .	18	7	25	Caskets, coffins, etc., . . . . .	5	—	5
Drugs, medicines, etc., . . . . .	70	—	70	Cigars, tobacco, etc., . . . . .	11	2	13
Dry goods, fancy goods, and no- tions, . . . . .	100	211	380	Clothing, . . . . .	42	22	64
Furniture and house furnishings, .	99	8	107	Coal and wood, . . . . .	11	1	12
Grain, hay, etc., . . . . .	11	2	13	Confectionery, fruit, etc., . . . .	3	3	6
Groceries, provisions, fish, etc., .	501	36	537	Drugs, medicines, etc., . . . . .	56	4	60
Hardware, paints, oils, etc., . . .	53	4	57	Dry goods, fancy goods, and notions,	44	92	136
Jewelry, etc., . . . . .	19	—	19	Furniture and house furnishings, .	37	4	41
Liquors: malt, distilled, and fer- mented, . . . . .	196	1	197	Grain, hay, etc., . . . . .	5	—	5
				Groceries, provisions, etc., . . . .	179	28	205
				Hardware, paints, oils, etc., . . .	23	6	34

CITIES AND BRANCHES OF TRADE.	SALARIED PERSONS EMPLOYED (AVERAGE NUMBER)			CITIES AND BRANCHES OF TRADE.	SALARIED PERSONS EMPLOYED (AVERAGE NUMBER)		
	Males	Fe- males	Both Sexes		Males	Fe- males	Both Sexes
<b>Holyoke—Con.</b>				<b>Worcester.</b>	1,686	564	2,250
Ice, . . . . .	15	-	15	Bicycles and supplies, . . . .	11	2	13
Jewelry, etc., . . . . .	13	4	17	Boots and shoes, . . . . .	55	4	59
Liquors: malt, distilled, and fer- mented, . . . . .	60	-	60	Bread, cake, etc., . . . . .	26	34	60
Musical instruments and materials,	4	4	8	Cigars, tobacco, etc., . . . .	21	2	23
Other branches of trade, . . . .	16	14	30	Clothing, . . . . .	172	113	285
<b>Pittsfield.</b>	293	161	554	Coal and wood, . . . . .	44	4	48
Boots and shoes, . . . . .	20	-	20	Confectionery, etc., . . . .	9	10	19
Bread, cake, etc., . . . . .	3	6	9	Drugs, medicines, etc., . . . .	104	7	111
Cigars, tobacco, etc., . . . . .	5	-	5	Dry goods, fancy goods, and no- tions, . . . . .	150	227	376
Clothing, . . . . .	32	13	45	Furniture and house furnishings,	116	23	139
Coal and wood, . . . . .	9	1	10	Grain, hay, etc., . . . . .	16	2	18
Drugs, medicines, etc., . . . .	16	-	16	Groceries, provisions, fish, etc.,	523	88	611
Dry goods, fancy goods, and no- tions, . . . . .	51	84	135	Hardware, paints, oils, etc., . .	76	3	79
Furniture and house furnishings,	43	21	64	Jewelry, optical goods, etc., . .	27	5	32
Groceries, provisions, etc., . . .	93	13	106	Liquors: malt, distilled, and fer- mented, . . . . .	190	4	194
Hardware, paints, oils, etc., . .	26	6	31	Musical instruments and materials,	27	5	32
Liquors: malt, distilled, and fer- mented, . . . . .	32	3	35	Stationery, books, etc., . . . .	34	18	52
Other branches of trade, . . . .	63	15	78	Other branches of trade, . . . .	71	13	84

The persons presented in the preceding table as engaged upon salary include all persons employed, except porters, messengers, teamsters, elevator boys, and general laborers, who have been classed as wage earners rather than as salary earners. The salaried persons include, therefore, the general operative force of the establishments, such as managers, superintendents, floor walkers, salesmen and saleswomen, book-keepers and clerks.

The average number of salaried persons per establishment was 1.83 in Fall River, 1.92 in Holyoke, 2.47 in Pittsfield, and 2.36 in Worcester, but this average affords little indication of the operative force required in the different branches. This varies considerably, as will appear from the details in the table. The males comprise 76.91 per cent of the total number of salaried persons, the females 23.09 per cent. The proportion of the females in the different cities is as follows: Fall River, 17.58 per cent; Holyoke, 24.87 per cent; Pittsfield, 29.06 per cent; Worcester, 25.07 per cent. The female employés under salary appear in nearly every branch, the larger number, however, being found in dry goods, fancy goods, and notions, due, no doubt, to the considerable number of saleswomen employed in that branch.

A classification of the weekly salaries paid to the persons included in the foregoing table appears in the next presentation.

CITIES AND CLASSIFICATION OF WEEKLY SALARIES.	Males	Females	Both Sexes	CITIES AND CLASSIFICATION OF WEEKLY SALARIES.	Males	Females	Both Sexes
<b>Fall River.</b>	1,376	306	1,681	<b>Pittsfield.</b>	416	208	623
Under \$5, . . . . .	86	77	163	Under \$5, . . . . .	40	76	116
\$5 but under \$6, . . . . .	53	67	120	\$5 but under \$6, . . . . .	17	29	46
\$6 but under \$7, . . . . .	93	69	162	\$6 but under \$7, . . . . .	23	35	58
\$7 but under \$8, . . . . .	70	34	104	\$7 but under \$8, . . . . .	20	22	42
\$8 but under \$9, . . . . .	92	23	115	\$8 but under \$9, . . . . .	34	10	44
\$9 but under \$10, . . . . .	136	15	151	\$9 but under \$10, . . . . .	50	13	63
\$10 but under \$12, . . . . .	268	9	277	\$10 but under \$12, . . . . .	75	13	88
\$12 but under \$15, . . . . .	364	9	373	\$12 but under \$15, . . . . .	67	3	70
\$15 but under \$20, . . . . .	166	1	167	\$15 but under \$20, . . . . .	78	3	81
\$20 and over, . . . . .	48	1	49	\$20 and over, . . . . .	11	4	15
<b>Holyoke.</b>	591	216	807	<b>Worcester.</b>	1,810	766	2,576
Under \$5, . . . . .	43	42	85	Under \$5, . . . . .	116	200	316
\$5 but under \$6, . . . . .	13	38	51	\$5 but under \$6, . . . . .	70	125	195
\$6 but under \$7, . . . . .	33	44	77	\$6 but under \$7, . . . . .	78	143	221
\$7 but under \$8, . . . . .	30	45	65	\$7 but under \$8, . . . . .	76	100	176
\$8 but under \$9, . . . . .	38	15	53	\$8 but under \$9, . . . . .	83	71	154
\$9 but under \$10, . . . . .	68	5	73	\$9 but under \$10, . . . . .	108	34	142
\$10 but under \$12, . . . . .	117	11	128	\$10 but under \$12, . . . . .	296	62	357
\$12 but under \$15, . . . . .	128	14	140	\$12 but under \$15, . . . . .	443	25	468
\$15 but under \$20, . . . . .	104	2	106	\$15 but under \$20, . . . . .	371	13	383
\$20 and over, . . . . .	29	-	29	\$20 and over, . . . . .	170	4	174

The most numerous class in Fall River, Holyoke, and Worcester includes those receiving \$12 but under \$15 weekly, and in Pittsfield those receiving under \$5. Of the males only, the most numerous class in Fall River, Holyoke, and Worcester includes those receiving \$12 but under \$15, and in Pittsfield those receiving \$15 but under \$20. Of the females alone, the most numerous class includes those receiving less than \$5 weekly in Fall River, Pittsfield, and Worcester, and \$7 but under \$8 in Holyoke.

Of all the males, 57.99 per cent received less than \$12 weekly in Fall River, 56.18 per cent in Holyoke, 62.41 in Pittsfield, and 45.64 per cent in Worcester. On the other hand, 80.98 per cent of all the females received less than \$8 weekly in Fall River, 78.24 per cent in Holyoke, 77.88 per cent in Pittsfield, and 74.15 per cent in Worcester. Of the entire number of females, 3.61 per cent received \$12 or more than \$12 weekly in Fall River, 7.41 per cent in Holyoke, 4.81 per cent in Pittsfield, and 5.35 per cent in Worcester; the corresponding percentages for the males being 42.01 in Fall River, 43.82 in Holyoke, 37.59 in Pittsfield, and 54.36 in Worcester.

It is interesting to compare these classified amounts paid in mercantile employment with a similar classification of wages paid in manufactures, in the four cities under consideration. The most numerous wage class of employes in manufactures, according to the latest complete returns, those of the State Census for 1895, included employes receiving less than \$5 weekly in Fall River, Holyoke, and Pittsfield, and \$12 but under \$15 in Worcester, the wide variation indicating the difference in

the wage standard in Worcester as compared with the other cities, due to the different kind of industries pursued there, which, in the main, employ a larger proportion of males and require a higher grade of skill.

Of the females only, the most numerous wage class in Fall River, Pittsfield, and Worcester included those receiving less than \$5, while in Holyoke it included those receiving \$5 but under \$6. Of the males only, the most numerous wage class included those receiving less than \$5 in Fall River, \$12 but under \$15 in Holyoke and Worcester, and \$15 but under \$20 in Pittsfield.

In manufactures, 84.95 per cent of all the male wage workers received less than \$12 per week in Fall River, 67.41 per cent in Holyoke, 66.58 per cent in Pittsfield, and 61.23 per cent in Worcester. Of the females, 75.85 per cent received less than \$8 in Fall River, 85.13 per cent in Holyoke, 85.83 per cent in Pittsfield, and 81.98 per cent in Worcester. Only thirty-six one-hundredths of one per cent of the females employed in manufactures received \$12 or more than \$12 weekly in Fall River, 1.33 per cent in Holyoke, 1.75 per cent in Pittsfield, and 2.05 in Worcester; the corresponding percentages for males being 15.05 in Fall River, 32.59 in Holyoke, 33.42 in Pittsfield, and 38.77 in Worcester.

The total amount paid in salaries in the different cities, in the establishments engaged in retail trade, shown in the series of tables we are now considering, was as follows: Fall River, \$848,040; Holyoke, \$387,128; Pittsfield, \$260,963; Worcester, \$1,298,886. In addition, the following amounts were paid in wages to persons not considered as under salary, either irregularly employed or employed as porters, messengers, teamsters, elevator boys, or general unskilled laborers: Fall River, \$219,570; Holyoke, \$73,481; Pittsfield, \$56,013; Worcester, \$341,987. It is impossible, from the character of the returns, to establish an average wage for these persons, or to present a systematic classification of their wages.

Perhaps the most interesting table of the series is that which we next present, showing, for each branch of business, by cities, the value of merchandise sold during the year, including the selling price and cost price of the same, and the excess of selling price over cost price; also the aggregate amount paid in wages and salaries, amount of capital invested, the surplus receipts from sales above cost of merchandise, wages and salaries, capital invested, and the percentage of this surplus of capital invested.

CITIES AND BRANCHES OF TRADE.	MERCHANDISE SOLD DURING YEAR			Aggregate Amount paid for Wages and Salaries	Surplus from Sales above Cost of Merchandise, Wages and Salaries	Capital Invested	Percentage of Surplus Receipts of Capital Invested
	Selling Price	Cost Price	Excess of Selling Price over Cost Price				
<b>Fall River.</b>	<b>\$16,789,956</b>	<b>\$12,917,338</b>	<b>\$3,872,618</b>	<b>\$1,067,610</b>	<b>\$2,805,008</b>	<b>\$4,935,542</b>	<b>56.83</b>
Bicycles, sporting goods, etc., .	127,415	106,888	21,032	9,327	11,705	47,913	24.43
Boots and shoes, . . . .	439,406	\$23,977	115,429	15,057	97,372	164,478	59.30
Caskets, coffins, etc., . . .	96,184	62,182	34,002	9,172	24,830	24,210	102.56
Cigars, tobacco, etc., . . .	197,116	156,468	40,648	8,686	31,962	46,929	68.09



CITIES AND BRANCHES OF TRADE.	MERCHANDISE SOLD DURING YEAR			Aggregate Amount paid for Wages and Salaries	Surplus from Sales above Cost of Merchandise, Wages and Salaries	Capital Invested	Percentage of Surplus Receipts of Capital Invested
	Selling Price	Cost Price	Excess of Selling Price over Cost Price				
Fall River—Con.							
Clothing, . . . . .	\$897,846	\$684,219	\$213,127	\$52,526	\$100,801	\$354,248	45.34
Coal and wood, . . . . .	370,061	681,688	188,373	77,367	111,006	492,299	22.55
Confectionery, fruit, etc., . . . .	183,586	116,562	67,024	10,621	56,508	74,670	75.67
Drugs, medicines, etc., . . . . .	559,544	393,011	166,533	42,452	124,081	176,580	70.29
Dry goods, fancy goods, and notions, . . . . .	2,385,226	1,756,212	479,014	173,367	305,647	785,576	33.91
Furniture and house furnishings, . . . . .	747,189	490,990	256,199	69,654	186,545	384,003	48.58
Grain, hay, etc., . . . . .	914,008	796,588	115,416	23,904	91,511	153,029	59.80
Groceries, provisions, fish, etc., . .	5,518,001	4,325,291	1,193,310	306,006	887,306	890,252	99.67
Hardware, paints, oils, etc., . . .	830,567	712,543	118,024	41,516	76,508	239,070	33.40
Jewelry, etc., . . . . .	184,129	130,192	53,937	13,109	40,823	161,937	25.21
Liquors: malt, distilled, and fermented, . . . . .	2,100,685	1,425,153	675,532	162,842	512,690	515,218	99.51
Musical instruments and materials, . . . . .	93,471	69,452	24,019	3,817	20,202	27,701	72.93
Other branches of trade, . . . . .	795,427	684,427	111,000	45,288	65,712	407,469	16.13
Holyoke.							
Boots and shoes, . . . . .	259,964	181,497	78,467	14,300	64,097	135,387	47.34
Bread, cake, etc., . . . . .	67,016	37,187	29,829	6,937	23,572	30,097	113.81
Caskets, coffins, etc., . . . . .	33,342	14,783	17,559	2,692	14,867	24,225	61.37
Cigars, tobacco, etc., . . . . .	93,830	63,101	30,729	4,048	26,681	29,906	89.22
Clothing, . . . . .	444,932	305,861	139,071	29,776	109,295	200,156	54.60
Coal and wood, . . . . .	313,921	244,793	69,128	36,646	32,482	113,166	28.70
Confectionery, fruit, etc., . . . .	52,190	34,757	17,433	1,690	15,743	11,960	131.63
Drugs, medicines, etc., . . . . .	308,341	201,447	106,894	25,020	81,874	143,606	57.01
Dry goods, fancy goods, and notions, . . . . .	701,407	558,476	142,931	64,190	78,741	218,200	36.09
Furniture and house furnishings, . . . . .	373,417	237,025	136,392	26,988	109,404	245,066	44.64
Grain, hay, etc., . . . . .	234,709	201,616	33,094	6,419	26,675	54,265	49.16
Groceries, provisions, etc., . . . .	1,981,555	1,524,641	456,914	111,471	345,448	391,147	88.32
Hardware, paints, oils, etc., . . .	261,437	182,758	78,682	30,345	58,337	141,110	41.34
Ice, . . . . .	26,950	2,290	24,661	10,820	13,831	40,807	33.39
Jewelry, etc., . . . . .	89,662	56,511	33,151	7,933	25,213	90,535	27.85
Liquors: malt, distilled, and fermented, . . . . .	727,774	399,624	328,150	56,018	272,132	298,274	92.79
Musical instruments and materials, . . . . .	55,200	35,900	22,300	6,420	15,880	66,700	23.81
Other branches of trade, . . . . .	353,956	250,312	103,644	28,311	74,833	107,774	69.44
Pittsfield.							
Boots and shoes, . . . . .	167,574	119,964	47,610	8,878	39,012	91,957	42.42
Bread, cake, etc., . . . . .	37,577	19,818	17,759	2,312	14,947	9,440	158.34
Cigars, tobacco, etc., . . . . .	89,475	23,328	11,147	1,701	9,446	15,625	60.45
Clothing, . . . . .	317,901	223,494	94,307	22,277	72,030	160,080	45.00
Coal and wood, . . . . .	236,320	242,876	43,444	20,104	23,340	53,533	43.60
Drugs, medicines, etc., . . . . .	140,308	89,500	50,808	8,506	42,302	59,900	70.74
Dry goods, fancy goods, and notions, . . . . .	574,389	453,608	120,781	55,323	65,408	209,801	31.18
Furniture and house furnishings, . . . . .	331,271	227,799	103,472	39,371	64,101	247,515	23.90
Groceries, provisions, etc., . . . .	1,014,062	775,427	238,635	50,672	137,963	203,312	90.23
Hardware, paints, oils, etc., . . .	340,542	246,129	94,413	19,147	75,266	120,239	62.60
Liquors: malt, distilled, and fermented, . . . . .	245,102	118,009	127,093	24,327	102,766	115,254	89.16
Other branches of trade, . . . . .	964,557	718,981	245,576	63,858	181,718	577,411	31.47

CITIES AND BRANCHES OF TRADE.	MERCHANDISE SOLD DURING YEAR			Aggregate Amount paid for Wages and Salaries	Surplus from Sales above Cost of Merchandise, Wages and Salaries	Capital Invested	Percentage of Surplus Receipts of Capital Invested
	Selling Price	Cost Price	Excess of Selling Price over Cost Price				
<b>Worcester.</b>	\$23,043,454	\$17,811,456	\$5,231,998	\$1,640,873	\$3,691,125	\$7,407,620	48.48
Bicycles and supplies, . . .	158,812	113,844	44,968	7,877	37,001	107,713	34.44
Boots and shoes, . . .	643,980	492,494	151,486	33,318	118,177	293,302	40.31
Bread, cake, etc., . . .	308,559	100,903	207,656	26,602	71,905	45,575	157.97
Cigars, tobacco, etc., . . .	433,109	336,640	96,469	12,987	33,433	170,440	43.96
Clothing, . . .	2,054,477	1,504,550	551,927	170,406	381,521	890,423	42.85
Coal and wood, . . .	2,379,583	1,965,302	314,171	151,993	162,178	536,375	30.34
Confectionery, etc., . . .	133,659	83,788	49,871	11,587	28,064	19,771	116.50
Drugs, medicines, etc., . . .	691,666	485,223	206,442	60,977	145,465	269,977	53.86
Dry goods, fancy goods, and notions, . . .	2,369,398	1,750,374	609,024	209,831	300,103	693,391	43.28
Furniture and house furnishings, . . .	1,376,947	975,303	401,644	127,799	273,755	635,318	43.09
Grain, hay, etc., . . .	902,351	800,497	101,854	30,722	71,133	235,783	30.17
Groceries, provisions, fish, etc., . . .	5,270,765	4,232,396	1,038,369	389,166	679,303	1,013,144	66.72
Hardware, paints, oils, etc., . . .	1,806,333	1,546,348	259,985	63,791	198,244	483,597	40.99
Jewelry, optical goods, etc., . . .	234,918	159,720	75,198	21,694	53,504	171,068	31.33
Liquors: malt, distilled, and fermented, . . .	2,127,694	1,404,357	723,337	172,368	551,244	552,525	99.77
Musical instruments and materials, . . .	357,504	290,120	67,384	23,621	68,763	264,338	26.01
Stationery, books, etc., . . .	364,487	275,393	89,094	23,501	60,063	133,311	45.09
Other branches of trade, . . .	1,574,034	1,149,645	424,389	112,313	312,071	886,587	35.19

Noticing the results by cities, we find that the total selling price of merchandise disposed of in the 904 establishments in Fall River, during the year covered by the investigation, was \$16,789,956. The cost price of this merchandise was \$12,917,338, leaving an excess of selling price over cost price of \$3,872,618. The aggregate amount paid in wages and salaries was \$1,067,610. The surplus receipts from sales (meaning by surplus receipts the difference between the amount received from sales and the aggregate amount paid for merchandise and disbursed in wages and salaries) were \$2,805,008, the capital invested being \$4,935,542. The percentage of the surplus, as thus defined, of the total capital invested in all branches is 56.83. It should be understood, of course, that out of this are paid all other expenses of the business, such as rents; insurance; transportation expenses, including teams for distribution of goods; fuel and lights; advertising expenses; stationery; interest charges; etc., and that out of this also must be taken losses on account of bad debts.

Without citing all the figures for the other cities, it may be pointed out that the corresponding percentage in Holyoke is 59.66, in Pittsfield 46.99, and in Worcester 48.48. This surplus, when figured as a percentage on capital, varies considerably in the different branches. It is very high in some, for example, bread, cake, etc. (i.e., bakery products) and in confectionery, and falls to a comparatively low level in others.

It is affected obviously by two or three factors which vary in each particular case. For example, in a branch of trade in which a limited amount of capital is required, but which can be "turned over" several

times during the year, the percentage will run high, inasmuch as the capital amount is taken but once, while the entire results of the several "turn-overs" is taken in computing the surplus for the year. Moreover, in a small concern, run possibly by two partners without expenditure for wages or salaries, or with a small expenditure for these items, a larger percentage of surplus will appear. A portion of this surplus represents payment for *services of the partners* and not *interest on capital invested*; and no conclusion respecting the income derivable from the money invested alone, can be drawn from the figures, nor do they afford an indication of the net profits derivable from the business, whether these are considered as profits simply, or as wages of superintendence, or as interest on capital invested, or as a combination of these three items. The surplus simply shows, as above stated, the amount remaining after paying for the goods sold and meeting the expense of wages and salaries paid to persons not proprietors who were engaged in the business.

The following summary table permits a comparison of the percentage in the different branches in the different cities. Only those branches are included which appear in each city.

BRANCHES OF TRADE.	PERCENTAGE OF SURPLUS RECEIPTS OF CAPITAL INVESTED			
	Fall River	Holyoke	Pittsfield	Worcester
Boots and shoes, . . . . .	59.20	47.34	42.42	40.31
Cigars, tobacco, etc., . . . . .	68.09	39.22	60.45	48.98
Clothing, . . . . .	45.34	54.00	45.00	42.85
Coal and wood, . . . . .	22.55	28.70	43.60	20.24
Drugs, medicines, etc., . . . . .	70.29	57.01	70.74	53.83
Dry goods, fancy goods, and notions, . . . . .	38.91	36.09	31.18	43.23
Furniture and house furnishings, . . . . .	48.58	44.64	25.90	43.09
Groceries, provisions, fish, etc., . . . . .	90.67	68.33	90.23	66.72
Hardware, paints, oils, etc., . . . . .	33.40	41.34	62.60	40.90
Liquors: malt, distilled, and fermented, . . . . .	99.51	92.79	89.16	99.77
Other branches of trade (not specified in detail in the tables), . . . . .	16.13	60.44	31.47	35.19
ALL BRANCHES AGGREGATED, . . . . .	56.83	50.66	46.99	48.48

The next table shows for nine leading branches, including those principally employed in furnishing commodities for household consumption, the amount of capital invested to each \$100 in sales.

BRANCHES OF TRADE.	AMOUNT OF CAPITAL INVESTED TO EACH \$100 IN SALES			
	Fall River	Holyoke	Pittsfield	Worcester
Boots and shoes, . . . . .	\$37.43	\$52.06	\$54.78	\$45.53
Bread, cake, etc., . . . . .	-	29.99	25.12	16.97
Clothing, . . . . .	39.48	44.90	50.36	43.30
Coal and wood, . . . . .	56.58	36.05	18.70	23.53
Drugs, medicines, etc., . . . . .	31.55	46.57	42.62	29.03
Dry goods, fancy goods, and notions, . . . . .	35.15	31.11	36.53	30.68
Furniture and house furnishings, . . . . .	51.39	65.63	74.72	46.14
Groceries, provisions, fish, etc., . . . . .	16.13	19.74	20.64	19.32
Liquors: malt, distilled, and fermented, . . . . .	24.53	40.30	47.02	25.96

A similar table shows the amount paid in wages and salaries to each \$100 in sales. It will be seen that while there is considerable variation in the ratio of capitalization to sales in the different cities, as well as between the different branches of trade in the same city, as indicated by the preceding table, the ratio of wages and salaries to sales is, disregarding instances which are apparently exceptional, comparatively uniform, in the different cities, in any given branch, although varying somewhat more widely between the different branches.

BRANCHES OF TRADE.	AMOUNT OF WAGES AND SALARIES TO EACH \$100 IN SALES			
	Fall River	Holyoke	Pittsfield	Worcester
Boots and shoes, . . . . .	\$4.11	\$5.52	\$5.29	\$5.17
Bread, cake, etc., . . . . .	-	10.38	7.48	9.91
Clothing, . . . . .	5.85	6.09	7.01	8.29
Coal and wood, . . . . .	8.89	11.67	7.02	6.67
Drugs, medicines, etc., . . . . .	7.59	8.11	6.06	8.82
Dry goods, fancy goods, and notions, . . . . .	7.76	9.15	9.63	9.28
Furniture and house furnishings, . . . . .	9.32	7.23	11.88	9.28
Groceries, provisions, fish, etc., . . . . .	5.54	5.68	5.00	7.00
Liquors: malt, distilled, and fermented, . . . . .	7.75	7.70	9.93	8.10

We also present a similar table showing the amount of merchandise cost to each \$100 in sales.

BRANCHES OF TRADE.	AMOUNT OF MERCHANDISE COST TO EACH \$100 IN SALES			
	Fall River	Holyoke	Pittsfield	Worcester
Boots and shoes, . . . . .	\$78.78	\$69.92	\$71.47	\$76.48
Bread, cake, etc., . . . . .	-	55.49	52.74	68.28
Clothing, . . . . .	76.25	68.75	70.82	73.16
Coal and wood, . . . . .	78.85	77.98	84.88	86.22
Drugs, medicines, etc., . . . . .	70.23	65.34	68.79	70.15
Dry goods, fancy goods, and notions, . . . . .	78.57	79.62	78.98	77.44
Furniture and house furnishings, . . . . .	65.71	68.47	68.77	70.84
Groceries, provisions, fish, etc., . . . . .	78.88	76.94	76.46	80.11
Liquors: malt, distilled, and fermented, . . . . .	67.84	54.91	48.14	66.00

The following table presents for the same nine branches of trade the amount of surplus receipts remaining to each \$100 in sales after deducting cost of merchandise, wages, and salaries:

BRANCHES OF TRADE.	AMOUNT OF SURPLUS OVER COST OF MERCHANDISE, WAGES, AND SALARIES TO EACH \$100 IN SALES			
	Fall River	Holyoke	Pittsfield	Worcester
Boots and shoes, . . . . .	\$22.16	\$24.66	\$23.24	\$18.35
Bread, cake, etc., . . . . .	-	34.13	39.78	26.81
Clothing, . . . . .	17.90	24.56	22.67	18.55
Coal and wood, . . . . .	12.76	10.35	8.15	7.11

BRANCHES OF TRADE.	AMOUNT OF SURPLUS OVER COST OF MERCHANDISE, WAGES, AND SALARIES TO EACH \$100 IN SALES			
	Fall River	Holyoke	Pittsfield	Worcester
Drugs, medicines, etc., . . . . .	\$22.18	\$26.55	\$30.15	\$21.08
Dry goods, fancy goods, and notions, . . . . .	13.67	11.23	11.80	13.28
Furniture and house furnishings, . . . . .	24.97	29.30	19.35	19.88
Groceries, provisions, fish, etc., . . . . .	16.08	17.43	18.54	12.89
Liquors: malt, distilled, and fermented, . . . . .	24.41	37.39	41.93	25.90

The last three tables permit a statement to be made as to the respective portions of selling price covered by cost of merchandise, wages and salaries, and other elements, including profits, in the aggregate. For example, in Fall River the cost to the purchaser of \$100 worth of groceries, provisions, fish, etc., included \$5.54 in wages and salaries, and \$78.38 to cover the original cost to the retailer; while \$16.08 surplus remained to meet all other expenses of the dealers and allow them a profit. This margin does not appear to be excessive. It rises to \$18.54 in Pittsfield and drops to \$12.89 in Worcester. In Boots and Shoes in Fall River, every \$100 paid by the purchaser to the retailer, represented \$4.11 in wages and salaries and \$73.73 in merchandise cost, the retailers' gross margin being \$22.16, the corresponding figure for Holyoke, Pittsfield, and Worcester being, respectively, \$24.66, \$23.24, and \$18.35. In Liquors: malt, distilled, and fermented, each \$100 sold in Fall River included \$7.75 in wages and salaries and \$67.84 in cost of merchandise to the retailer. The surplus was \$24.41, the corresponding figure in Holyoke, Pittsfield, and Worcester being, respectively, \$37.39, \$41.93, and \$25.90.

The total number of families in the four cities considered, as disclosed by the Decennial Census was as follows: Fall River, 17,948; Holyoke, 7,894; Pittsfield, 4,342; Worcester, 20,861; the average number of persons to the family being: Fall River, 4.97; Holyoke, 5.11; Pittsfield, 4.71; Worcester, 4.73. The final table presents the total amount of sales in all branches, and in four leading branches, and the average amount per census family for each city.

CITIES.	ALL BRANCHES		GROCERIES, PROVISIONS, FISH, ETC.		DRY GOODS, FANCY GOODS, AND NOTIONS		BOOTS AND SHOES		LIQUORS: MALT, DISTILLED, AND FERMENTED	
	Total Value of Goods Sold	Average per Census Family	Total Value of Goods Sold	Average per Census Family	Total Value of Goods Sold	Average per Census Family	Total Value of Goods Sold	Average per Census Family	Total Value of Goods Sold	Average per Census Family
Fall River, .	\$16,789,956	\$935.48	\$5,518,601	\$307.48	\$2,285,226	\$124.84	\$439,406	\$24.48	\$2,100,685	\$117.04
Holyoke, . .	6,381,593	808.41	1,961,555	251.02	701,407	88.85	259,954	32.93	727,774	92.19
Pittsfield, .	4,450,228	1,026.99	1,014,092	233.55	574,339	133.23	167,874	38.66	245,102	56.45
Worcester, .	23,043,454	1,104.62	5,270,766	252.66	2,260,298	106.35	643,989	30.87	2,127,994	102.01

The foregoing table, so far as relates to family consumption, is not conclusive, of course, inasmuch as sales are by no means confined to the families in the cities themselves, but cover a considerable amount of

suburban trade in each case, and in the sales of liquors, especially, the volume of individual transient trade is included. The proportionate amount of sales made to out-of-city patrons in all the branches is greater in some of the cities than in others, for example, in Worcester than in Pittsfield. On the other hand, considerable sums are no doubt paid for commodities purchased at retail elsewhere, for consumption in each of the cities. Considered as approximations, however, the figures are of interest. They require no especial analysis, since, from the arrangement of the table, comparisons can easily be made. It should be borne in mind that in the census, and as used in the table, the families include hotels and boarding-houses, as well as the normal family groups.

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### COMPULSORY ARBITRATION IN NEW ZEALAND.

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The experiment of compulsory arbitration now being tried in New Zealand has attracted much attention. Opinions regarding it are not entirely unanimous. On the one hand, there are those who have considered it so far successful in securing industrial peace as to warrant the adoption of similar legislation here; on the other, doubt is expressed respecting its measure of success, even under conditions much less complex than would be encountered in this country. For several weighty reasons, not necessary to state here, the sentiment of organized labor, and apparently of employers also, whatever their opinions as to arbitration itself, has been adverse to the element of legal compulsion in this direction. At the same time, definite knowledge as to what the New Zealand law really aims to do, and how far it has succeeded in doing it, is not by any means general.

We have thought it worth while, therefore, to reproduce in condensed form, the report, just made public, of Mr. Alfred P. Backhouse,\* a Commissioner who was appointed by the Government of New South Wales to visit New Zealand and investigate these points, the passage of a similar statute having been discussed in the New South Wales Parliament. Limitation of space has obliged us to abridge the remarks of the Commissioner, but their spirit has been preserved. It will be seen that, while regarding the law as having accomplished good, the difficulties encountered and their results are fully and fairly stated.

Of course, the possibility of success, even equal to that which has been attained in New Zealand, under the radically different conditions which exist in a great manufacturing country like ours, is not considered by the Commissioner, whose point of view, by the nature of his commission, is confined to the horizon of Australasia; nor does he discuss

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\* One of the Judges of the District Court of New South Wales.

broadly the economic aspects of the problem, nor touch theoretically upon the principles involved in legislation of this kind, some of which strike much deeper than the particular case in hand. Much less will what he says meet certain objections which organized labor in America has to the general proposition. His province was merely to report facts as he saw them, and his report is worthy of attention as the statement of one who, under an official commission, and not merely as an advocate of particular social theories or as a curious spectator of a novel social experiment, has examined at close range what is being done in New Zealand. The condensed summary of the law as it now exists is also of interest. We present the abstract without further comment.

*Introductory Summary of the Law.* The Act of 1900, which came into force on the 20th October, 1900, commences with the following definitions amongst others :

"Board" means a Board of Conciliation for an industrial district constituted under the Act.

"Court" means the Court of Arbitration constituted under the Act.

"Industrial Dispute" means any dispute arising between one or more employers, or industrial unions or associations of employers, and one or more industrial unions or associations of workers in relation to industrial matters.

"Industrial matters" means all matters affecting or relating to work done, or to be done by workers, or the privileges, rights, and duties of employers or workers in any industry, not involving questions which are or may be the subject of proceedings for an indictable offence; and without limiting the general nature of the above definition, includes all matters relating to—

(a) The wages, allowances, or remuneration of workers employed in any industry, or the prices paid or to be paid therein in respect of such employment.

(b) The hours of employment, sex, age, qualification, or status of workers, and the mode, terms, and conditions of employment.

(c) The employment of children or young persons, or of any person or persons, or class of persons in any industry, or the dismissal of or refusal to employ any particular person or persons or class of persons therein.

(d) The claim of members of an industrial union of employers to preference of service from unemployed members of an industrial union of workers.

(e) The claim of members of industrial unions of workers to be employed in preference to non-members.

(f) Any established custom or usage of any industry, either generally or in the particular district affected.

"Industry" means any business, trade, manufacture, undertaking, calling, or employment in which workers are employed.

"Worker" means any person of any age or either sex employed by any employer to do any skilled or unskilled manual or clerical work for hire or reward in any industry.

By Section 23 it is provided :

(1) An industrial dispute may relate either to the industry in which the party by whom the dispute is referred for settlement to a Board or the Court, as hereinafter provided, is engaged or concerned, or to any industry related thereto.

(2) An industry shall be deemed to be related to another where both of them are branches of the same trade, or are so connected that industrial matters relating to the one may affect the other—thus: bricklaying, masonry, carpentering, and painting are related industries, being all branches of the building trade, or being so connected as that the conditions of employment or other industrial matters relating to one of them may affect the others.

(3) The Governor may from time to time, by notice in the *Gazette*, declare any specified industries to be related to one another, and such industries shall be deemed to be related accordingly.

(4) The Court shall also in any industrial dispute have jurisdiction to declare industries to be related to one another.

The Act next provides for the formation of industrial unions. In the case of employers any two persons, in the case of workers any seven, can form a union which, provided certain conditions are complied with, is to be registered under the Act, and then becomes for the purpose of the Act a body corporate. Except where its articles or rules expressly forbid, any incorporated company may register as a union of employers, and every branch of a trade union may register. The Registrar under the Act may, to prevent the multiplication of industrial unions connected with the same industry in the same locality, refuse in certain cases to register a union. From his decision there may be an appeal to the Court of Arbitration. Unions when registered are subject to the jurisdiction given by the Act, and for the purpose of the Act every industrial union may sue and be sued. Provision is made

for cancellation of the registration. Any council representing not less than two industrial unions of the one industry may be registered as an industrial association.

The next matter dealt with is the making of industrial agreements, the parties to which may be industrial unions, industrial associations, or employers. The agreements are not to be made for a longer period than three years, but notwithstanding expiry are to continue in force until superseded by another industrial agreement, or an award of the Court. Industrial agreements are enforceable by the Court, but the aggregate amount of penalties payable cannot exceed £800. The Act then provides for Boards of Conciliation. New Zealand is divided into districts (they are now seven), and for each district there is a Clerk of Awards, and a Board of Conciliation, which consists of not more than five persons, including a Chairman, who is elected by the other members, who are to be elected by the respective industrial unions of employers and employees, voting separately and electing an equal number. The Chairman has a casting vote only. The ordinary term of office is three years. When the proper electing authority has failed to elect a Chairman or other member of the Board the Governor may appoint. It is provided that on the application of all parties special Boards to meet any case of emergency or any special case of industrial dispute, may be appointed. The members of the special Boards are to be experts in the trade under dispute, and are to be elected by the employers, and the industrial unions of employers, and the industrial unions of workers interested in the dispute. The members of the Boards are paid by fees fixed by regulation. Any industrial dispute may be referred for settlement to a Board, and the parties to such reference are industrial unions, industrial associations, or employers. Any party may make to the Clerk of the Board an application for a reference: In the case of an industrial union there must be a resolution in its favor passed by a special meeting, and a subsequent ballot of the members in its favor; in the case of an industrial association the reference must be approved of at a special meeting of the members of the governing body of the association, and at special meetings of a majority of the unions represented by the association. When a reference is made, the Board is to inquire into the matter in such form as it thinks fit, and has power to summon witnesses and administer oaths, but cannot insist on the production of books; it is to make suggestions to induce the parties to come to a settlement. If a settlement is arrived at, its terms are embodied in an industrial agreement. If no settlement is arrived at, the Board is to make a recommendation which shall state the time it is to continue in force, being in no case less than six months or more than three years, and, if the recommendation is accepted either in its entirety or with modifications, then it, as originally made or subsequently modified, becomes an industrial agreement. If any party is dissatisfied with the recommendation, he may within one month have the dispute referred to the Court; if within the time named there is no application for reference to the Court the recommendation becomes an industrial agreement binding on the parties.

The Court consists of three members appointed by the Governor: A Judge of the Supreme Court, one member appointed on the recommendation of the industrial unions of employers, and one on the recommendation of the industrial unions of workers, and the three hold office for three years. The Court determines all matters before it in such manner in all respects, as in equity and good conscience it thinks fit, and is not bound by the ordinary rules of evidence; it may summon witnesses; it may call for the production of books and allow the parties to inspect them; it may refer any matter to a special Board for report. The award of the Court is to be made within one month after it begins to sit for the hearing of the reference, or within such extended time as in the special circumstances it thinks fit. The currency of an award by its terms is not to exceed three years, but it is to continue in force until a new award is made. The Court has power to extend the award so as to join and bind as party thereto any specified union, industrial association, or employer in the Colony not then bound thereby or party thereto, but connected with or engaged in the same industry as that to which the award applies: Provided that the Court shall not act under this subsection, except where the award relates to a trade or manufacture the products of which enter into competition in any market with those manufactured in another industrial district, and a majority of the employers engaged and of the unions of workers concerned in the trade or manufacture are bound by the award: Provided further that, in case of an objection being lodged to any such award by a union of employers or employees in a district other than that in which the award was made, the Court shall sit for the hearing of the said objection in the district from which it comes, and may amend or extend the award as it thinks fit.

The power of fixing, in the award or at any time during its currency, a minimum wage is specifically given. The Court in its award, or at any time during its currency, may determine what shall constitute a breach of the award, and what sum, not exceeding £500, shall be the maximum penalty payable by any party in respect of any breach. Application may be made to the Court by the Registrar or a party for the imposition of penalties for a breach of the award, and the penalties may be recovered from the party offending, and, if such party is a union, its members, in the case of its property not being sufficient, are liable individually up to the amount of £10. The Court, as may a Board, may sit with experts as assessors, appointed by the parties. The remuneration of the members of the Court, other than the President, and their and his travelling expenses, are fixed by regulation. When an industrial dispute is referred to a Board neither the parties to the dispute nor the workers affected by it shall do anything in the nature of a strike or lockout, under a penalty of £50, which can be enforced by the Court. Under the Amending Act of 1895, a reference was possible within six



weeks, when a dispute has arisen, although an employer may have discharged his men, but this provision is not embodied in the present Act. A party may appear before a Board, or the Court, by agent, but not by solicitor or counsel, unless all the parties expressly consent. The Boards and Court are to sit openly, but a Board or the Court, of its own motion, or at the request of one of the parties, may direct its proceedings to be conducted in private. The Boards and Court have powers of entry for inspecting premises and machinery connected in any way in an industrial dispute. The Amalgamated Society of Railway Servants is to be deemed to be registered under the Act, and any society of Government servants formed in its stead may register under the Act; and, subject to certain restrictions, the society or its successor may take advantage of the general provisions of the Act relating to the Court, but not to those relating to Boards. That is to say, disputes are to be referred by petition to the Court, but they cannot be dealt with by the Boards, and in making an award the Court is to have regard to the Schedule to the Government Railway Department Classification Act, 1896. The last section of the Act provides that the Crown shall not be bound by the Act, except in so far as it relates to railway servants in the way already mentioned. No person is to print or publish anything calculated to obstruct or in any way interfere with or prejudicially affect any matter before a Board or the Court.

From the law as it stood in the original Act of 1894 and the amending Acts, there are several important alterations; one is the wider meaning given to the words "worker," "industry," and "industrial matters." Under the original Act the Court had held, in 1899, that the Grocers' Assistants' Industrial Union, and in January, 1900, that the Tramway and Livery Stables' Grooms', Drivers', and Guards' Union could not claim the benefit of the Act. . . . Under the wider definition of "industry" and "worker" in the present Act, it has already been held that hairdressers' assistants come within its scope.

The Court had held that it had power to give preference of employment to members of unions, and its decision had been upheld by the Court of Appeal when proceedings were taken to restrain it by prohibition; but to put the matter beyond all doubt, the claim to preference is now included in industrial matters, as is also the claim by an industrial union of employers to preference of service from unemployed members of an industrial union of workers. The number of persons who could form an industrial union of employers was, in the first Act, seven. It is now two. The provisions for limiting the number of unions in any particular industry are new. Section 23 is a most important extension of the jurisdiction of the Boards and Court, enabling industries related to that in which the dispute is to be considered and dealt with in making the recommendation or award. A subsection of the same section makes it clear that a union of workers may ask for a reference, although no one of its members is employed by a party or is personally concerned in the dispute. The Boards cannot now call for the production of books, although the Court may. The party dissatisfied with the recommendation of the Board must move; if he does not do so within one month, the recommendation becomes an industrial agreement. Under former acts, the party in whose favor the award was had to go to the Court to have it confirmed if he wished to derive benefit from it. The Court now has power to make an award extending to the whole Colony; formerly, the award was limited to a district. Agreements and awards continue, notwithstanding expiry, until new agreements or awards are made. . . .

*Industrial Unions.* It will be noticed that the Act in no way recognizes trades unions as trades unions, and that before they can obtain the advantages of the Act they must be registered as industrial unions. The workers (whether trade unionists or not) were all placed on the same footing, and allowed to form new unions or register under the Act existing ones. . . .

While workers have taken and are taking advantage of the provisions, employers are undoubtedly backward in doing so. At first many of them, in fact it may be said most of them, ignored the Act and took no part in electing the members to represent them on the Boards, and the Government had to step in and appoint men to fill the vacant places. Things are better now, but there is still a very large percentage of employers who are not associated. I heard of only one case where an employer had asked the assistance of a Board or the Court, and that was the case of the Westport Coal Company which attempted to get a decision when there was a strike of the truckers (referred to later on) that the miners should wheel, and was defeated on the preliminary point that they had not complied with some condition precedent to its right to come to the Court. . . .

*Boards of Conciliation.* It is admitted on all hands that these Boards have not realized the hopes which were expressed by the author of the Act, that they would do the major portion of the work. The author of the Act has himself said "As a rule the decisions of the local Conciliation Boards are not accepted."\* Out of 109 cases dealt with by the Boards up to the 30th June, 1900, 73 have gone on to the Court. Even amongst New Zealanders, who believe strongly in the principle of the Act, there are many who question whether these in their present form should be continued. In the report of the Department for Labor for 1900, occurs the passage :

It has been suggested that entire alteration in the system of Conciliation Boards is necessary, and I am of opinion that the arguments adduced for such change are so strong as to be worthy the serious attention of the Government. The proposed alteration is, however, of so sweeping a nature, and would require such extensive modification of the existing Act, that great consideration should be given to the subject before we displace our

\* The Long White Cloud, by Mr. Reeves, page 307.

present machinery (which works, if imperfectly), and set up something else, as yet untried, in its place. . . . Much time is now wasted when, say, a tailor, a baker, a butcher, and a carter, with a clergyman or lawyer in the chair, have to decide on technical points of dispute concerning, say, boot makers, wharf laborers, or printers. They know absolutely nothing even of the A, B, C of such employments. Even if costly experts are called in to assist and explain terms and systems to the Board, time and money are lost. . . . Suggestions for still another vital amendment have been received from different localities, and from representatives of both employers and employed. It is that, in case both parties to a dispute agree, the Conciliation Board should be passed by altogether, and the case commenced in the Arbitration Court. There is no doubt that valuable time is lost by suitors before the Conciliation Board when there is an expressed determination by one party or the other not to take notice of the Board's recommendation, whatever it may be, but to proceed to the Arbitration Court for the sake of the power to bind possessed by the Court and not by the Board. The institution of Conciliation Boards is an integral portion of the Act as it now stands, and their abolition cannot be considered until public opinion has pronounced them obsolete. However, the suggestion that the Conciliation Board should be passed by, if both parties agree to go direct to the Arbitration Court, is one that would not prevent the principle of conciliation being applied in ordinary cases, and has great advantages under some conditions.

Here only the important questions as to the capability of the Boards to deal with the matters which come before them, and the desirability of passing them by in some cases, are raised; but with regard to certain members of some Boards, charges are made of a much graver character. It is said, with truth I have no doubt, that there are members who are in the habit of fomenting disputes — disputes which they subsequently have to consider — between employers and employés, and that the vicious system of payment by fees for each sitting is partly responsible for the adoption of this course of proceeding. To me it is clear that some members entirely fail to properly appreciate their function, and in the way described, and in taking an active part outside in the furtherance of the claims of one of the parties, become partisans out and out, rendering their Boards boards of irritation rather than conciliation. The result of this is, that when a reference has to be made from these Boards to the Court, the parties come to it more antagonistic than they were when the dispute arose. There would certainly appear to be some justification for a remark reported to have been made by Mr. Brown, a member of the Court, at the sitting held at Christchurch in April last: "It seems to me that the Court's business is to undo a good deal of the mischief done by the Conciliation Boards." In some cases members fail utterly to understand the position in which they are placed. At Auckland, in March of this year, one of the members of the Board is reported to have said: "I give you notice that I am here as a partisan; I do not think I am in the position of an impartial judge here. I am to represent one side of the case, and I intend to do that at every opportunity." When this is the attitude assumed, it is easy to understand how effective conciliation is impossible. But while these complaints are made, justly I believe, the Boards, taken as a whole, have done much good work, and in some cases they are held in the highest repute. The Otago and Southland Board, for instance, has the respect of all. Originally the employers did not elect their representatives, but two capable gentlemen were appointed, a chairman was agreed upon by all the other members, and the result of the labors of the body was most satisfactory. The present Board, with an elected, not an appointed, chairman, has the public confidence to the same extent as had the first Board. Many of the recommendations of this Board have been accepted, and many others, when cases have gone to the Court, have been practically adopted in the award. Other Boards, too, I believe, have done useful work. Mr. Seddon informed me that at one time he was inclined to fall in with the views of those who would abolish the Boards; but further consideration showed him that, if they had no other use, they had this — the allowing of each side to see what the case of the other was. Opponents of the present system urge that this is one of its demerits — that it can be used for the purpose of extracting information to be used when the case comes before the Court. This objection, it appears to me, can be dealt with by the Board, and I shall refer to it again later on. That the thrashing out of the case by the Board is of the greatest assistance to the Court there can be no question; and Mr. Justice Cooper, speaking at Christchurch in April last, generally of the Boards, said: "I should be very sorry if there was any impression in the public mind that the Boards are not a necessary part of the Act. They are very necessary." One of the causes of the failure of the Boards to realize Mr. Reeves's idea that they would settle 90 per cent of the disputes is, I believe, owing to the objection shown by employers to the carrying out of the provisions of the Act. They are ready enough to complain of certain appointments; but they will not themselves take the trouble to select their own representatives, and so to make some of the appointments objected to unnecessary. I have already pointed out that a large number of employers have not formed unions under the Act, and are therefore incapable of taking part in an election. Another cause of the partial want of success of the Boards is the holding of the office of chairman by men by neither temperament nor training fit for the position. Another reason, to my mind, of the failure to conciliate is the procedure which is frequently adopted. It is generally the same as that of the Court. The party making the claim is asked to prove his case, which the other side is then called on to answer. This method appears to me by no means the best, and from its nature is likely to make each side more aggressive. If the matters in dispute were quietly talked over in an orderly way — it is, of course, necessary that the chairman should have all the powers of the Court as to keeping order, and should see that everyone is treated with due courtesy, and, generally, that the proceedings are properly and decently conducted — the points of difference would be got at, and on these the Board could itself call evidence. One advan-

tage of this would be that an abuse, referred to above, of the Board would be checked. When a matter comes to the Court, then, of course, the proceedings must necessarily be different. The ordinary practice of a court of law is suitable and appropriate.

Whilst these objections can be made to the Boards as at present constituted, and the opinion of the majority of those who have really considered the question is in favor of their abolition, if their constitution and method are not altered, I think a large number of those interested would preserve the principle of conciliation before proceeding to compulsion. There is, as will have been noticed, provision for the appointment of special Boards in the existing Act; but, first of all, the appointment is permissive and not obligatory; and secondly, there is a strong objection to the appointment of any Board after a dispute has arisen, as it is thought that in all probability extremists would be nominated, and their very attitude would make impossible of achievement the object of their appointment. The men have this strong objection, in which there appears to be something more than sentiment—that their representatives would be “marked,” and would have difficulty in subsequently finding employment in their trade. The provisions as to Special Boards have not, I understand, been taken advantage of. Amongst many suggestions one was made by Mr. Frostick, President of the Canterbury Employers' Association. Mr. Frostick is a strong believer in the principle of the Act, and has given much intelligent thought, if I may say so, to the consideration of the question involved, and to him I am largely indebted for a great deal of valuable information. He, as the mouthpiece of the Canterbury Employers' Association, proposes that for each industry likely to be involved in disputes, representatives, one from each side, should be chosen, that a chairman should be appointed by the whole Board, and that, when a dispute arises in any industry, the representatives of that industry should sit with the chairman and two of the Board not directly concerned in the industry; that, in the event of the Special Board so constituted not making a recommendation agreeable to the parties and there being a reference to the Court, a confidential report setting out the reasons for the recommendation should be made for the information of the Court. It is claimed for this Board that it would possess the necessary technical knowledge, whilst its deliberations would be controlled to some extent, and assisted by persons not directly concerned in the dispute, and that thus its composition would be likely to bring about settlements. The objections as to extreme men, and as to the marking of men, are got over by the appointment being anterior to the time of difference. That the report should be confidential is no part of the essence of the scheme, and I think there would be no objection to its being, as in my opinion it should be, made public.

The appointment of a chairman, when the other members of the Board fail to agree upon one, is a most difficult matter. It must be left in the hands of some outside authority, and, if it is in the hands of the Government, there is a danger that it will surely be to one who is in accord with its policy. I think it should be placed apart from all political influence, and that the best men in whom to place the power would be the Chief Justice, or the President of the Arbitration Court, recommendations being made by the members, but the choice not confined to those recommendations. Great stress was made by some of those whom I saw of the necessary condition that the chairman should be a person with some knowledge of legal procedure, having an acquaintance with the methods of conducting legal inquiries; but undoubtedly the qualities most desired are impartiality and tact.

The question of payment of members of the Boards is considered by some to be in an unsatisfactory state, and it was suggested, to prevent the protracting of proceedings, that the parties concerned should supply the funds for the remuneration of the Board when considering a dispute.

*The Court of Arbitration.* Generally the greatest satisfaction is expressed with the constitution of this Court, its proceedings, and its decisions. Some of its awards in certain particulars are found fault with; but this is ascribed to insufficient information before it, and not in any way to the Court's failing to appreciate or not endeavoring to solve the difficult questions put to it. Its work fully bore out the expectations one would have of a tribunal presided over by a Judge of the Colony's highest Court. In the two members of the Court other than the President the people are fortunate in having two gentlemen who to the full appreciate the duties and responsibilities of their position. It was suggested that the term of office of the two members, representing, the one the employers and the other the employés, should be longer, so that they might be more independent. Many, in a limitation of the term of office of any member of the Court, see a possibility of so making the appointments that the Court may be in accord with the ideas of the Government for the time being. It was stated that the remuneration at present paid to the employers' representative, viz., £1 10s. each day engaged, and 12s. per diem and cost of conveyance for travelling expenses, is in no way a fair compensation for his loss of time. It suits the present holder to hold the office, but if he were no longer able to do so there might be a difficulty in obtaining the services of a competent man. The Judge, notwithstanding the Act, is by the Regulations allowed £2 2s. a day, and his actual expenses. A sum to provide for this expenditure has to be voted year by year, and, as part at least of it is a compensation for additional services, the result is that a portion of a Judge's salary is liable to a discussion annually. That this is undesirable, I think, will be generally admitted. The question was raised of making provision for the sitting of another when an industry was involved in which an appointed member had any interest. I wish to say that in this suggestion there was not the slightest breath of suspicion cast upon the present members. . . . .

There does not appear to be the same necessity for experts in the particular industry to sit in the Court as there is in the case of the Boards. The functions of the two tribunals are distinct. In the case of the Boards the fact that some of the members had special knowledge would facilitate conciliation. . . . .

I do not wish to convey in any way that the Court does not attempt to conciliate; it is always most zealous in doing so, and frequently brings the parties to an agreement. For this purpose it is not unusual for the President at their request to meet the parties in conference privately. There is one matter about which both sides are very emphatic, viz., the necessity of having a Supreme Court Judge as President of the Court. No one, not even one having the status of a Judge, no matter from what walk of life he came — no Judge appointed merely for the purpose of the Act — would be acceptable; the head of the Court must be a Judge of the Supreme Court actually taking part in the work of that Court. While, no doubt, the Judges appreciate this expression of confidence in them, most, if not all, of them would like to have nothing to do with the administration of the Act, thinking that it involves them in matters in which it would be much better they should not be concerned. The Court has a wider jurisdiction and greater powers than perhaps any Court in the British dominions. From it there is practically no appeal, as the jurisdiction is so far-reaching, and as long as it acts within its jurisdiction, no Court can restrain it. It hears cases in any way which it prefers, as it is not bound by the ordinary rules of evidence; and it interprets its own awards, and fixes the penalty for any breach. Great are its powers, and equally great are its responsibilities, for on it really depends the successful working of the Act. As long as the Court recognizes its duties to both sides and wisely exercises its wide powers, it will satisfy the people; but once it fails in doing either, it will be looked on as worse than useless. So far, under comparatively easy conditions, it has succeeded in realizing the hopes of its founder.

*Awards and their Enforcement.* I was particularly struck with the amount of care which is bestowed on drawing up an award. In some complicated trades, as the bootmakers' and the tailors', there is an amount of detail which, until one has seen the Court actually at work, one would think would be outside the grasp of a tribunal. Having been present at one of its sittings, I can fully understand how it is possible for it to go into, and how it does go into these niceties.

So far, with the exception of the one case of the Westport Colliery Company, which I have already referred to, applications for enforcement have all been against employers. Up to June, 1900, in all about a dozen had been made, but in some cases there was held to be no jurisdiction, some few were dismissed, and in the remainder penalties, in one case amounting to £25, were imposed; in no case has there been any wide-spread defiance of the decision. If it were necessary to enforce the awards against the men, and it came to a question of payment by individuals, I have no reason to doubt that the members of the Unions would be quite equal to paying the demands made upon them; and if a deposit were a condition precedent to a right to a reference, that there could be little difficulty in finding the deposit. In the case of one union, the Miners' at Reefton, I believe it has to its credit £500. If a large number of men on either side openly defied the Court, it is difficult to say what would happen, and it might be impossible to deal with them. The same might be said if any large body of individuals took exception to any particular legislation and acted in concert to frustrate its objects. It is sufficient for me to say that up to the present no such case has arisen in New Zealand.

*The Production of Books.* It will have been noticed that the Boards have no power to call for books, but the Court has. This power was not made the subject of any serious objection by any employer to whom I spoke. It was recognized that they would be asked for only when they were necessary, and that the power merely extended the liability under which persons now are.

*The Effect of the Act on Industrial Prosperity.* Generally, I should say that my investigations showed that, with possibly one exception, industries have not been hampered by the provisions of the Act. . . . The boot trade is the exception I refer to. Here there has not been the advance which one would have expected from the general expansion in other industries. The boot manufacturers have been working under an award for some years. This expired last year when there was a fresh reference which finally came before the Court in April last. It would certainly appear that the conditions imposed have been such that this particular trade has not shared in the general prosperity. The duty on boots is 22½ per cent of their invoice value with 10 per cent *ad valorem* added. This, with charges for freight, insurance, casing, exchange, &c., &c., comes to at least 30 per cent of cost price, a duty which one would think would have been sufficient to insure an increasing output year by year. . . . My conclusion is that the conditions under which the industry is worked are such that, notwithstanding the protection given to it, it is not able to hold its own with foreign competition. In the case of this industry it seems that awards have been made which its conditions do not justify. . . . In connection with this section of the report it is convenient to take notice of remarks made by Mr. Ewington, an estate agent at Auckland, who takes a very great interest in all social questions, and on them has written frequently. He was Secretary of the Employers' Association which just now is in state of suspension, and although he has not been directly concerned in the working of the Act, he has followed it carefully. . . . His main contentions are that industry has been hampered and ill-feeling engendered between employer and employé, and amongst the latter between unionists and non-unionists. The impression left on my mind after reading his letters and his articles is that industry in New Zealand is very largely restricted, and that there is a state of social warfare far more

bitter there than in any other country. My observation did not bear out the one contention or the other. The first I have dealt with, and the second I shall refer to in its proper place. I would add that I doubt whether New Zealand was ever so prosperous. Her population has increased since the last census in greater proportion than has that of any of the Australian States except two. . . . I do not for one moment say that the Act alone has brought about this happy condition; other causes which I shall refer to later have been at work, and it may be that the Act has little to do with it, but it does not appear to have retarded it.

The reference to Mr. Ewington naturally brings me to Mr. Macgregor, whose opinions also were freely quoted in the debate in our Parliament.\* . . . He appears to think that disputes have increased, that in some cases they are unnecessarily brought about, and that the present state of things is worse than that which existed before the passing of the Act. He is a solicitor, and was a member of the Legislative Council when the original Act was passed, and supported it, but the working of the Act has convinced him that the Boards do not settle the large majority of disputes as it was hoped they would, and that it is being used for purposes quite different from those contemplated by its author. Hence the position which he takes up now. To show what that is I quote from his evidence:

It is used as a means of placing the regulation of industries, and indeed all occupations, outside professional occupations, under the control of the Arbitration Court, the power of which can be invoked at any time by a body of seven men calling itself a trade union. . . . It is necessary to put aside altogether the idea that our Act is simply a device for preventing strikes. It is nothing of the kind. It is a device for putting the regulation of trades, occupations, and industries under the control of a statutory Court, and ultimately, I believe, of the trade unions, because it is only the trade unionists who ever have invoked, or ever will invoke, the Court.

The above extract from Mr. Macgregor's evidence sufficiently shows the position he takes up. There are involved in the statement certain conclusions, and with one of them, viz., that the effect of the Act is that the Court will ultimately regulate industries, I agree. With regard to whether the Act had hampered the development of industries up to the present, he was of opinion that no one could say. . . .

*Effect of the Working of the Act upon the General Public.* The effect of the working of the Act has been undoubtedly to make the public pay generally more for the products of an industry which has been regulated by a Board or the Court, when the tariff is high enough, or other conditions occur to prevent foreign competition. I have already pointed out that, in the boot trade, the conditions imposed are such that outside producers are able to leap the tariff fence, and a member of the House of Representatives said to me, "If the present duties are done away with the Act may as well be repealed as far as raising wages in the manufacturing industries is concerned." The coal-mine owners agreed upon an advance in price when the cost of hewing was raised, and the flour-millers acted similarly. Building has become more expensive, and in this trade the contractors at first made very little opposition to the claims for advance in wages, secure as they considered themselves in the ability to pass on the extra cost of construction to those who required their services. Now, however, they are of opinion that the tendency of the awards is likely to narrow the scope of their business, and they are making efforts to oppose more effectually the demands of the men. Cost of living, particularly rent, is becoming dearer, I was informed. . . .

*Suggestions as to Amendments.* These divide themselves into those made by the employers and those by the employés; one of the principal ones by the former has reference to the constitution of the Boards, if Boards are retained, and I have already dealt with it. Another was the great power, and the consequent ability to promote strife, which by the Act, a handful of men in any industry has. There may be no friction between employers and employés, when suddenly a union of seven men is formed; four of these are a majority, and it is possible for them to have the relations between master and men in the whole trade gone into, causing much annoyance, and bringing about the very friction which it was the object of the Act to do away with. A noted case is that of the employés at the saw-mills and timber-yards in the Wellington district, where employers, against whom the men had apparently no grievance, were dragged from all parts, at much personal inconvenience, to take part in the proceedings at Wellington. To get over the difficulty, it was suggested that before there could be a reference there should be a ballot taken of all the men, non-unionist as well as unionist, in the trade. The Court has power to award costs, but this is not looked on as sufficient to prevent unnecessary references. The agitator is a person bitterly complained of. It is said, and there is truth in the assertion, that he makes it his business to see that the Boards have plenty to do, and frequently appears where relations are satisfactory, and takes care that advantage is taken of the provisions of the Act. The Northern Steamship Company and other steamship owners of Auckland complain that they were brought before the Board before they had a proper opportunity of rectifying any alleged grievances. All recognize that the agitator is sometimes necessary, but the gentleman, who from many industries and the Act forms one for himself, should be entirely suppressed; at least, his influence for mischief-making should be controlled by allowing no one to appear in an industrial reference unless he is actually engaged in the industry concerned. . . .

\* Upon the question of the passage of similar legislation in New South Wales.

*Have Disputes Increased?* Undoubtedly differences have increased; and it stands to reason that in the ordinary course of things they would, when means are provided for dealing with disputes other than the extreme step of "striking" or "locking out." Many differences are made public, and the Act is set in motion to adjust them, which, under the old state of things, were not of sufficient importance to justify the taking of either of the measures referred to. Mr. Macgregor is perfectly right when he says that the Act is being used for purposes other than those contemplated by its framer. It goes far beyond settling disputes in which, but for its provisions, there would have been strikes. It is used as a means of fixing the wages and general conditions of labor in many industries, and, without doubt, will eventually be so used in all. While the legitimate increase can be understood and justified, there have been many cases which ought not to have arisen at all. Take the case of the Denniston miners. When the first award expired there immediately was a reference to the Board. True, the Board did nothing beyond adjourning the case to enable the parties to come to an agreement, which they were able to do in very much the same terms as those of the previous agreement. A similar thing happened on the expiration of the new agreement and there was a similar result. Indeed, generally, when an accepted recommendation or an award expires, there is a tendency on the part of the men to immediately make a reference and demand more than they expect to get, in the hope that some improvement will be made in their position. They ask for higher wages and shorter hours; for the latter sometimes not with a view so much to working less time as to being paid a higher rate for overtime. This last case of an unnecessary reference came under my notice while I was in New Zealand, and was that of the bootmakers, to which I have referred. Subsequent proceedings before the Court at Christchurch, to which came representatives from all parts of New Zealand, showed that the putting of the machinery of the Act in motion was quite uncalled for, the industry, so far from being able to afford any substantial increase in wages paid, having as much as it could do to hold its own under existing conditions. On the question of multiplication of disputes, I quote from the report of the Department of Labor for 1898:

The objection made, that petty grievances are magnified, and labor disputes aggravated in order that Boards may be kept sitting, would probably be met if the fees and travelling expenses of members of the Board should (like the expenses of witnesses) be charged to the disputing parties as costs. The trade unions would certainly be unlikely to bring petty disputes forward if the heavy expenses of calling the Board together might fall upon them; but, on the other hand, great care must be taken lest the usefulness of the Acts be crippled by the fear of extreme expense supervening.

There would certainly here appear to be a recognition that the Act had been too freely used; but while there has been this strife, I certainly saw none of that bitterness which is generally engendered by a strike even on a small scale. . . . .

Reference has been made to the relations of unionists and non-unionists. There was no expression publicly, as far as I could see, by the non-unionists against the principle of the Act, nor did I come across one employer who named to me workmen who held such views. The preference to unionists so far has affected non-unionists but little, as up to now there has been abundant work for all, and the latter, as I have pointed out, share in the advantages won by the former.

*The Effect of the Act on the Quantity of Work Done.* Some general complaints were made to me that the effect of unionism (under the Act) was to level down rather than up the work of individual men, and two specific instances were given me, one where it was admitted, and the other where it was probable, that the quantity of work done was purposely restricted. The first was that of a hand in the furniture trade, and the second had reference to the working by some men of machines in the boot trade. About the one there can be no question, as the employer had the man's confession, and judging from the figures given me of work done in America with similar machines, while making all allowance for the different conditions in New Zealand not permitting as great facility, the other was justly a cause of complaint. . . . .

*Strikes Still Occur.* Such extravagance of expression as "A Land Without Strikes" is calculated to have the effect of rather weakening than strengthening belief in the beneficent effect of the working of the Act. New Zealand has not been free from strikes since 1894; there have been several: The ironfounders at Cable's, Wellington; the bricklayers' strike at the Parliament buildings, Wellington; the gold-miners at Reefton; the ballast hands on the Grey-Hokitika Railway; the coal truckers, Denniston; the gold-miners, Golden Blocks and Taitapu mine; and the bricklayers at Auckland. There has been a small strike of railway ballast gangs since my visit. None of these have been of any great magnitude, although I understand the Denniston one caused a loss to the Company of at least £2,000; but to overstate a case is generally to weaken it. As long as labor is not associated there is nothing in the Act to prevent strikes, and where labor is associated, the provisions of the Act providing a penalty against striking or locking out only apply where an industrial dispute has been referred to the Board. A very large number of employes, notwithstanding the privileges given the unions, are not yet associated, and it will be easily understood how what has happened has occurred. It is hardly necessary to point out that the Act makes no attempt to insist on an employer's carrying on his business, or on a man's working under a condition which he objects to. All it says is that, where a Board or the Court has interfered, the business, if carried on at all, shall be carried on in the manner pre-

scribed; if the workman works, he shall work under the conditions laid down. There is nothing to prevent a strike in detail; nothing which will preclude a man from asking for his time and leaving.

*General Summary.* Although I have gone fully into matters in which the Act appears to be defective, I wish it to be clearly and unmistakably known that the result of my observations is that the Act has so far, notwithstanding its faults, been productive of good. I have emphasized what were pointed out to me as its weaknesses, in order that they may be avoided should similar legislation be enacted in New South Wales. The Act has prevented strikes of any magnitude, and has, on the whole, brought about a better relation between employers and employes than would exist if there were no Act. It has enabled the increase of wages and the other conditions favorable to the workmen which, under the circumstances of the Colony, they are entitled to, to be settled without that friction and bitterness of feeling which otherwise might have existed; it has enabled employers, for a time at least, to know with certainty the conditions of production, and therefore to make contracts with the knowledge that they would be able to fulfil them; and indirectly it has tended to a more harmonious feeling among the people generally which must have worked for the weal of the colony. A very large majority of the employers of labor whom I interviewed are in favor of the principle of the Act. One only did I meet who said out and out, "I would rather repeal it and have a straight stand-up fight," while another was doubtful whether the present condition was better than the pre-existing. The first, in a letter, has since considerably modified his statement.

The awards generally have been in favor of the workers, and it is therefore easy to understand that the unionists to a man believe in the Act, and, as I have already mentioned, the non-unionists, as far as my observation goes, find no fault with it. . . . .

But while the effects of the Act so far are good, the time has not yet come when it can be said with any certainty that it is a measure which will provide for the solution of all labor troubles. Since it came into operation in New Zealand, everything has been in favor of an increase in the emoluments, and of an amelioration of the conditions of labor, and there cannot be the slightest doubt that wages would have risen if there had been no Act. New Zealand, since the Act has been in force (original Act was passed in 1894, but the first case under it did not arise until the middle of 1896), has been advancing on an ever increasing wave of prosperity, and that prosperity has been largely due to a favorable market for its exports, which last year amounted to £13,246,161; and it must be borne in mind that these exports are of commodities which up to the present have been in no way affected directly by the Act, such as wool, frozen mutton, kauri-gum, etc. The market for most of the manufactures is simply within the Colony, and it is a market largely guarded for the colonial producer. New Zealand has its unemployed difficulty, for there are wastrels in every community, and misfortune comes on some in the best of times, and it deals with any surplus labor from these or other causes by employing it in co-operative works, giving not only employment but facilities for settling on the land, but the supply of skilled labor does not appear to have been too great up to the present. My hope is that depression may be far distant, but when lean years come, as come they must, unless the world's history leads us to a wrong conclusion as to the future, when there will be curtailment instead of expansion, when wages will be cut down, instead of being raised, by the awards; then, and not till then, can anyone speak with authority as to whether the principle involved is workable or not. Most of the employes I met are thinking, shrewd, and capable men; I saw a few extremists, more for my own amusement than with a hope to derive any benefit from their communications, and I should be much more confident about the future but for two facts which came under my notice. When the award affecting the Typographical Society was made there was strong feeling against it, and in one town it went so far that notice of motion was given that the registration of the union under the Act be cancelled. In another, men at wages would not set up the quantity of matter which they were able to, contenting themselves with doing that quantity which they considered the wage justified, and a paper had some difficulty in bringing out its issues. It should be said that the men here had a grievance, as the wage awarded was less than that which had been offered, and by agreement it was subsequently raised. The award, in April last, in the bootmakers' case has caused a good deal of discussion and the Trades and Labor Council, at Christchurch, have passed a motion finding fault with it. It remains to be seen whether the men will loyally abide by the decision of the Court, or will turn out only the work which they think the wage justifies. If the award is to be accepted only when in favor of one class, if it is to be flouted when it is against that class, the Act had better at once be wiped out of the Statute Book.

Whatever may be the result, the world owes a debt of gratitude to New Zealand for having undertaken the task of demonstrating whether it is possible or not to settle industrial troubles by compulsory arbitration.

## REVIEW OF EMPLOYMENT AND EARNINGS.

SIX MONTHS ENDING OCTOBER 31, 1901.

The following review presents a summary of the conditions affecting employment and earnings for the six months ending October 31, based upon special reports and comparisons made by agents of the Bureau relating to the principal industrial centres of the Commonwealth. The statistics of persons employed and of earnings are based upon comparisons for the weeks ending April 13 and October 12.

**BOSTON.** In the building industry, there is a considerable amount of work in the market, and some contractors have been busy all summer. Generally speaking, there is more building in progress than at the same date in 1900. There have been a good many plans in circulation during the past summer and fall, and considerable estimating has been done, mostly upon heavy work, such as business blocks and office buildings. There has been little speculative or residential building, although a few good dwellings have been erected. Railroads are increasing their facilities by the enlargement of present buildings and the erection of new structures, and the continued open weather favors the commencement of much new work.

Wages of brickmasons were advanced from 45 to 47 cents per hour May 15, but no other changes are reported since our last report. There has been no decided change in the cost of stock, although hard pine and spruce are somewhat higher. The great amount of wet weather which occurred in the early part of the year diminished the quantity of bricks manufactured, and they are scarcer and an advance in price in the near future would not cause surprise.

Generally speaking, business in the printing industry has declined considerably since last spring. Although there has been considerable estimating on work this fall, there has not been as much actually executed as during the same season in 1900, and the confident tone which prevailed in the spring is not manifest now. This condition seems to extend to all branches of the trade, book printing being less affected, perhaps, than other branches. Profits are continually growing smaller under close competition, and establishments outside of the State located even as far away as New York and the West are not unimportant nor always unsuccessful competitors for local business. A feeling of uneasiness prevails with regard to the labor situation, and a demand is expected for an increase in the wages of pressmen. In the composition rooms employes are working from 45 hours per week to full time, but numerous establishments are running at a low percentage of their capacity. Wages have not changed since spring. The cost of stock has not altered materially, but the tendency is towards a stiffness in prices, as the paper mills are full of orders. Collections are fair.

In the brewing industry, the season just closed has not, as a whole, exhibited so great activity as was shown during the same period in 1900, although individual experiences vary greatly. While a large number of establishments report that trade has been slack as compared with a year ago, a number report a fair demand, with from trifling to important increases in the output as compared with the same season of the preceding year. The government tax was reduced 25 cents per barrel the first of July, but this advantage to the brewers has been fully if not more than offset by the increased cost of materials which enter into the product. As an illustration upon this point, an examination of the prices of two important materials for the years commencing with the year 1898, the year that the increased tax on malted liquors was levied by the general government, and continuing up to the present time, shows that the average price of malt has increased regularly from 50 cents to 69 cents per bushel, the figures for each year being as follows: 1898, 50 cents; 1899, 52 cents; 1900, 58 cents; 1901, 69 cents. Cerealine, 1898, 97½ cents to \$1.23; 1899, \$1.28 to \$1.35; 1900, \$1.28 to \$1.40; 1901, \$1.38 to \$1.89 per hundred weight. Selling prices have not advanced, but May prices are maintained, although the advantage accruing to manufacturers from the reduction in the government tax is frequently divided with the retailer. Prevailing wages are the same as at the time of our last report. Collections are good.

The following statistics exhibit the amount of malt liquors brewed in 1900, as compared with the present year.



MONTHS.	NUMBER OF BARRELS BREWED IN —	
	1900	1901
April, . . . . .	142,406	138,283
May, . . . . .	170,266	166,292
June, . . . . .	218,171	163,798
July, . . . . .	202,515	249,580
August, . . . . .	218,880	190,358
September, . . . . .	158,342	161,931

In the production of temperance beverages, demand has been better during the summer than for the corresponding season in 1900, but, on the whole, there has been less volume of business done this year on account of the lateness of the commencement of the active season, due to the long continued wet weather in the spring. Wages have not materially changed since spring, and the cost of stock and selling prices are the same as at the time of the last report. Collections are good.

In the clothing industry, business has been better than for the previous six months, and better than for the corresponding period in 1900. The prospects are favorable for a good trade during the winter. But little change is reported in the cost of materials, although some grades of woollen cloth have declined slightly. Establishments are running on full time, but not as yet up to full capacity. Wages have in some cases been advanced. During the first part of October, the increase to coat and vest makers averaged about 10 per cent. Collections are reported as slow.

In Cooking, Lighting, and Heating Apparatus, especially lamps and electrical and gas fixtures, business has greatly improved as compared with the six months covered by our last report, and the outlook is considered better than for several years. Only slight changes are reported in the cost of stock, and selling values, as well as wages, remain unchanged. Establishments are running on full time, and to about 70 per cent of full capacity. Collections are fair.

In Metals and Metallic Goods, improvement is reported from nearly all the firms visited. In the iron foundries business has been very good during the summer months, although rather quiet at present. In one foundry the molders made a demand last April for an increase in wages, which was refused. As a result, the foundry has been idle since that time. In the brass foundries, business has been very good and the prospects are looking brighter. Establishments engaged in brass and copper work report an improvement in business over that of a year ago.

In the manufacture of tinware and kitchen utensils, but little change is reported, although the outlook is considered better than at the corresponding date in 1900. Establishments are running on full time, but not to full capacity. No material change is reported in selling values or in wages. Collections are rather slow, but improving.

In Machines and Machinery, business is reported as being better than for the six months covered by our last report, with good prospects for a continuation during the winter. While the rate of wages in general remains unchanged, nevertheless, in many cases the machinists had their hours of labor reduced without reduction in pay. Establishments are running on full time, and nearly to full capacity. Collections are slow.

In the manufacture of musical instruments, especially pianos, business has continued to increase. Establishments are running on full time and to full capacity. One large firm has transferred its manufacturing to the West in order to reduce its expenses. The cost of stock, selling prices, and wages have not changed since our last report. Collections are reported fair.

Establishments in the various industries reporting 6,654 employes for the week ending April 13, 1901, returned 6,848 for the week ending October 12, an increase of 2.92 per cent. The weekly payrolls covering each week, respectively, increased from \$80,445 to \$87,211, a gain of 8.41 per cent.

**BROCKTON.** Business in boots and shoes for men's wear has been fully as good, and in the case of a large number of factories much better, than it was for the same season last year. Some of the factories are farther behind in their orders than ever before, and several are putting in additional machinery. Some extensions to manufacturing plants are also contemplated. Many factories report that they cannot fill orders promptly on account of the rush. Salesmen report a brisk demand for popular-priced spring goods, and a fair demand for the higher grades from the Northwest and Middle West. The failure of the grain and cotton crops in Texas, however, has caused a depression there which affects the shoe business badly in that section and restricts demand here.

Most of the factories in Brockton are running full, although some are just finishing the fall run or are taking stock. Wages of piece workers are the same as at the time of the spring report, but hour workers had their working hours decreased during May, June, and the first part of July, from 10 hours to nine without reduction in wages. The cost of stock is higher, generally, than in the spring; oak sole leather is decidedly so, and upper leather has advanced fully three cents since the last report. Selling prices parallel the advance in cost of stock, either in actual increases or in a change of the grade of

shoes sold. The feeling of manufacturers is buoyant, and activity is expected for the spring trade. Collections are good.

Returns from establishments reporting the number of persons employed for the weeks selected for comparison indicate an increase of 18.91 per cent, the payroll increasing 31.06 per cent.

**CAMBRIDGE.** In the boiler-making industry, increased activity and employment are reported as compared with last spring or with the fall of 1900. The cost of materials, especially boiler tubes, has varied considerably during the past six months, but prices at the present time show but little change from the spring level. Establishments are running on full time, and nearly to full capacity. No change is reported in the rate of wages. Collections are considered slow.

In the machine shops and foundries, improvement in business is also noted, and the outlook is good. A slight decrease is reported in the cost of materials, while selling prices remain unchanged. Establishments are running on full time and to full capacity. Wages are unchanged. Collections are fair.

In the manufacture of tinware and kitchen utensils, establishments are running on full time, and to about one-third of their full capacity. No change is reported in the rate of wages. Collections are fair.

The number of persons employed in identical establishments for each of the weeks selected for comparison increased 15.52 per cent, the payroll increasing 12.52 per cent.

**CHICOPEE.** In the cotton industry, the mills have not been running to full capacity during the summer months, but at the present time they are doing so on full time schedule. Slight changes are reported in the cost of raw materials. Manufacturers report that they can obtain plenty of orders, but at prices which will leave them no margin of profits. Wages are unchanged. Collections are considered fair.

In the woollen and knit goods industry, business has been very quiet during the summer months, but has now improved. Establishments are running on full time, but only to about 50 per cent of full capacity. A slight decrease is reported in the cost of raw materials. Selling prices and wages are unchanged since the spring report. Collections are reported slow.

Establishments reporting for each of the weeks selected for comparison show a slight decrease in the number employed, which dropped from 3,148 to 3,104, a loss of 1.40 per cent. On the other hand, the weekly payroll for these persons rose from \$18,654 to \$19,587, a gain of five per cent.

**FALL RIVER.** In the cotton industry, conditions would be generally satisfactory if it were not for the threatened labor troubles. Since our spring report, and until the recent rise in the price of print cloths, demand has been rather quiet in most lines, although there have been short intervals of activity in certain kinds of fine goods, and as to these, the market may be said to be firm at present.

A reduction in wages was generally discussed during the past summer, but with the opening of the fall season the situation changed. This was due to several reasons, among which were the usual increased activity of the season and the improved condition of cotton manufacturing in the State generally, which began to manifest itself during the first part of July, accompanied by inquiries and bids for goods for the Chinese market. Locally, however, the situation was greatly improved by the advance in selling price of print cloths, which resulted in a better margin for profit. The output of print cloths had declined greatly during the past year or two. This was on account of the close competition of the Southern mills and the resulting lack of satisfactory profit to the mills in Fall River. Most of the recent output here has been confined to "odds" where previously print cloths were made, but with better selling prices many mills returned to the manufacture of their former product.

The advance of five per cent in the wages of the mill operatives by the management of the Borden Mills was followed the first week in October by a similar advance at the Bourne Mills, but at no others; and the still further advance of an equal amount at the Borden Mills, to take effect October 4, was not followed by any other mill in the State. The advance in wages at the above-mentioned mills has caused considerable unrest in labor circles, and demands for a corresponding increase elsewhere have been made. The mills are running full, and with the exception of the instances above noted, wages have not advanced since our last report. Stock is slightly lower in cost than at the corresponding time last year. Selling prices of print cloths are one-quarter of a cent less than those quoted at the time of our last fall and spring reports, and after March the price of "regulars" fell off to two and seven-eighths cents, from which it advanced to the present figure. The improvement in prices does not include all kinds of goods, however. While the general condition is somewhat disquieting, there are many who look forward to a good winter's business.

Establishments reporting 5,637 persons employed for the week ending April 13 returned 5,832 for the week ending October 12, a gain of 5.33 per cent; the payroll increasing from \$39,289 to \$42,846, a gain of 9.05 per cent.

**HAVERHILL.** In the boot and shoe industry, business has not been as active as during the six months covered by our spring report. This is largely due to the difference in seasons, and, in general, our reports indicate an advance of 25 per cent over the corresponding months of 1900. Factories are running on full time, but only to about 65 per cent of full capacity. One large firm has started three stores for the purpose of selling their own shoes at retail. The shipments of boots and shoes for the six months ending October 12, 1901, aggregated 196,139 cases, as compared with 218,425 cases for the previous six months, and as compared with 146,439 cases for the corresponding six months of 1900. No material changes are reported either in the cost of stock or in selling prices, and the rate of wages remains unchanged. Collections are reported slow.

Identical firms reporting for the weeks ending April 13 and October 12 show a decline in the number of persons employed from 2,881 to 2,816, a loss of 19.61 per cent, the payroll dropping from \$29,702 to \$21,048, a loss of 29.14 per cent. The decline is due entirely to the difference in seasons.

**HOLYOKE.** In the paper industry, business has improved over the six months covered by our last report, and mills are running on full time and to full capacity, and the outlook is considered better than it was a year ago. No material change is reported either in the cost of raw materials or in selling prices. Changes have been made in some of the departments, relative to hours and wages. On July 1, the firemen were changed from 12 hours a day to eight hours a day, necessitating the employment of extra men. In the finishing departments work ceased at 12 o'clock on Saturdays, but as this affected piece workers chiefly, it did not increase earnings. In the manufacturing departments work ceased at 6 o'clock on Saturdays, so that the night help were employed but five nights a week instead of six. They received the same pay, however, that they had been receiving for six nights. Collections are reported as being fair.

In the cotton industry, business is reported better than for the six months covered by our last report, although selling prices are inclined downward. In the manufacture of thread, warps, and yarns, considerable improvement is reported, and the prospects for the future are favorable. Only slight changes are reported either in the cost of materials or in selling prices, while the rate of wages remains unchanged. Mills are running on full time, and to full capacity. Collections are considered rather slow.

In the woollen and worsted industry, mills are running on full time, and most of them up to full capacity. A slight decrease is reported in the cost of wool, and selling prices on some grades of woollen cloth have a lower tendency. Wages remain unchanged. Collections are reported slow.

Establishments reporting 7,086 persons on the rolls for the week ending April 13 returned 7,081 for the week ending October 12, or practically no change. The weekly payroll for these persons, respectively, rose from \$54,924 to \$57,851, a gain of 5.03 per cent.

**LAWRENCE.** The situation in textile lines is generally satisfactory this fall. The cotton yarn mills have been fairly busy since last spring, and production ranks about the same as in 1900. The twisting departments have been running all night. There is a better demand for yarns, and there are more persons employed than last spring. Business in the worsted yarn mills quickened in August, and at present they are running full to meet demand. The top mills are running all night. Mills engaged in the manufacture of goods for the Chinese market, as well as those producing some other lines of cotton goods, have had a rather trying time this year until the later months, as the selling prices for goods did not follow the increase in cost of raw cotton.

In gingham, a good business is reported, while the dress goods, drilling, and denim mills are doing about the same as for a year and a half. Business is better in tickings, shirtings, sheetings, and skirtings than it was either last spring or during the preceding fall. The duck mills have also been active. The print cloth mills are running full to fill orders from the print works, the demand for prints having improved greatly since the spring and summer, and the general situation in this line is better on account of the more satisfactory margins connected with selling prices. In woollen and worsted cloths, demand has been excellent during the latter part of the fall season now closing, although a little dullness was experienced during the past summer by some of the mills. The beginning of the fall showed an improvement in the situation, and the last few weeks developed a large business in these lines. Some mills have done the largest business this fall that they have ever experienced, and the prospects are good for an excellent spring demand. All the textile mills in the city are running full, and there have been no changes in wages since the spring report. The prices of wool are a little stronger than last fall, and selling prices are a little stiffer.

Establishments reporting for each of the weeks ending April 13 and October 12 show an increase in the number of persons employed from 17,795 to 18,205, a gain of 2.30 per cent. The aggregate payroll rose from \$141,622 to \$144,813, a gain of 2.25 per cent.

**LOWELL.** In the cotton industry, mills are running on full time and to full capacity. One mill reports a partial shutdown of two weeks from July 27. In all other mills conditions seem practically the same as to employment and output as for the six months covered by our previous report. No change is reported in the rate of wages paid, although earnings show some increase, due possibly to fuller employment on the part of piece workers. Only slight changes are reported in cost of material or in selling prices. Collections are fair.

In the woollen industry, establishments are running on full time and to full capacity at present, although one of the mills was shut down for five weeks during the summer. There seem to be plenty of orders, but at a narrow margin of profit. A slight decrease is reported in the cost of wool, and a corresponding reduction in the selling price of the higher grade of goods. Wages are unchanged and collections fair.

In Machines and Machinery, business is not as active as for the corresponding months in 1900, and while orders continue to arrive, they do not come as promptly as a year ago. A slight decrease is reported in the cost of iron and steel, with a corresponding decrease in selling prices of product. Slight advances in the rate of wages paid in some departments are reported. Establishments are running on full time, but not to full capacity. Collections are fair.

The number on the rolls for each of the weeks compared, ending April 13 and October 12, based upon establishments reporting in the different industries, was 14,686 and 14,522, respectively, substantially no change. The weekly payroll rose from \$105,801 to \$111,080, a gain of 4.99 per cent.

**LYNN.** In the boot and shoe industry, as a rule, increasing business is reported since the first of the year, and the factories are generally working to their full capacity. Demand is also better than it was a year ago. The factories that have put out spring samples report excellent prospects for the coming year. Several additions to manufacturing plants have been made since last winter, and a number of concerns are arranging for the extension of selling operations to foreign markets. Establishments that have already entered this field report that foreign trade keeps up well this fall. Rates of wages paid to operatives have not changed since the spring review was published. Prices of raw stock, which have been more regular this year than for some time past, have become firmer since the fall season commenced, and although nominal selling prices have not changed, shoes are manufactured to suit prevailing prices. Collections are reported good.

Manufacturers of goat leather have had an active demand during the summer, and have had a large business this fall. All the factories are being operated up to their full capacity, some even running nights. Trade has been brisker this year than last, and, on the whole, much steadier. Some establishments report an increase in sales varying from 50 to 100 per cent over the volume of last year's sales. The outlook for the spring trade is deemed exceptionally good. The season of domestic demand is now closing, but foreign demand continues good. The superiority of the methods of manufacture of goat leather in this country is shown by the remarkable fact that our manufacturers can purchase the green skins in London, Hamburg, and France, transport them to this country, tan and finish them, ship them back, and then undersell the London market at a good profit. Some old establishments have entered this field of operation since our last report. The finishing of India-tanned skins has practically gone out of practice in this vicinity, as under the present conditions of tanning and finishing in this country, our buyers can outbid the native tanners in purchasing the hair skins. Raw stock is high and firm, and the average cost has advanced a fraction over nine per cent since the date of our spring report, with a partial corresponding stiffening of selling prices of the finished leather.

The manufacture of kid morocco has been fairly good during the summer, and is in a better condition this fall than last. Factories are working to about 75 per cent of their capacity. The cost of stock is about the same as in the spring. Rates of wages have not changed in either of these lines of manufacture since last spring, although tentative action in the direction of demanding an advance in some departments has come to the attention of individual manufacturers.

Establishments in the different industries reporting 2,453 persons on the rolls for the week ending April 13 returned 2,561 for the week ending October 12, a gain of 4.40 per cent; the payroll rising from \$26,501 to \$28,085, a gain of 5.98 per cent.

**NEW BEDFORD.** The cotton mills have been actively engaged all summer, and are now doing rather more business than at the corresponding date in 1900. The situation is deemed satisfactory. Some of the machinery has been changed in certain mills to produce different styles of goods, which involves the employment of a slightly increased number of people. The situation in the spinning mills has improved very much since our spring report; much more yarn is being produced and sold than at that time. This improvement has been continuous since the middle of the summer. The cost of raw cotton being much lower than it was last fall, a better margin of profits results, and this is an important factor in the present situation as compared with the conditions existing last spring. All the cloth mills are running full, and there has been no change in the wage scale since spring.

The number employed in establishments reporting for the weeks ending April 13 and October 12 increased from 5,616 to 6,128, or 9.12 per cent; the payroll rising from \$39,186 to \$45,603, a gain of 16.38 per cent.

**Peabody.** In the tanning and finishing of sheep leather of all kinds, the situation is in most respects satisfactory, the only drawback being the high cost of skins. The factories have had a steady business all summer, which as usual has increased with the advance of the fall season, and demand this fall is stronger than at the same date in 1900. There are plenty of skins in the market, although the selections are rather poorer than usual, but the high cost leaves the margin for profit on the manufactured leather as small as ever. Factories that have been engaged in finishing India-tanned goat are changing their product to sheep and hair goat leather on account of the declining business in the India-tanned product, caused by the adoption of the cheaper and quicker chrome-tanning process in use in this country.

As an illustration of this revolution in the business, shipping reports give 400 bales as the quantity of India-tanned goat shipped from Madras in August, 1900, from which port about all of this kind of skins is exported. In August, a year later, 23 bales only were shipped, a decline of 377 bales; but, to offset this shortage, there were shipped from there during the latter month 805 bales of dry and 500 casks of pickled goat skins. This change, in addition to the cheapness of our methods, is greatly influenced by the demand for soft-tanned leather, like vici leather.

Most factories are running full, and others would be, if sheep skins could be obtained at figures that would show a profit upon the manufactured leather. A few establishments have had their product curtailed from 25 to 50 per cent from this cause. Goat skins are likewise high. The addition of box

calf splits to sheep leather as a product is noted in one establishment. Selling prices are a little higher and firmer than they were in the spring. Rates of wages have not changed, but manufacturers have to pay full rates, as there is no cheap help in the market.

The manufacture of leather machinery exhibits much activity this fall. Demand fully equals that for the same season last year, and has been active all summer. The principal establishment is engaged at present in doubling its floor capacity. Foreign orders keep up well. Factories are running full. The working time of employes was reduced July 1 from 10 to nine hours without reduction in pay, which is equivalent to an advance of 10 per cent. The cost of stock has not changed materially, although bar steel is quoted 15 cents per hundred higher, while pig iron is about 75 cents per ton under the prices asked at the time of the April report. Collections are good.

The number of employes reported on the rolls in identical establishments for the weeks ending April 13 and October 12 show an increase from 1,143 to 1,345, or 17.67 per cent; the payroll rising from \$11,679 to \$13,588, a gain of 16.35 per cent.

**WOBURN.** In the manufacture of leather, but little change is noted from the conditions existing six months ago, and while some of the firms visited report greater activity, others report doing less; all running on full time, however, but not to full capacity. No material changes are reported in the cost of raw materials or in selling prices of product, while wages remain unchanged. One large plant that has been idle for several years has been enlarged and again put in operation, and although only just started, it is expected to be running full before long.

In the manufacture of heels, stiffenings, and inner soles, one firm reports plenty of orders, but inability to obtain all the employes they require. A slight decrease is reported in the cost of stock, while selling prices, as well as rates of wages, remain unchanged. Collections are considered fair.

The number of persons employed in establishments reporting for the weeks ending April 13 and October 12 was, respectively, 1,235 and 1,217, the payroll in each case being \$11,847 and \$11,584, showing practically no change, either in employment or earnings.

**WORCESTER.** In Machines and Machinery, business has shown a great improvement over the six months covered by our spring report, and also over the corresponding months in 1900, with enlarged employment and earnings. Establishments are running on full time, but not as yet to full capacity. A slight decrease is reported in the cost of iron and steel, and a corresponding decrease has been allowed in selling prices. Wages have advanced slightly in some departments, and in some establishments the hours of labor per week have been reduced from 59 to 54 without any reduction in the wage rates. All the establishments visited report that prospects for the future are very favorable, and some of them find a difficulty in obtaining all the employes they require. In the manufacture of steam boilers, considerable difficulty has been experienced in obtaining boiler tubes, but this has been in a great measure overcome. Collections are reported fair.

In the manufacture of metals and metallic goods, especially wire goods, establishments have been running on full time and to full capacity, and the outlook promises continued activity. No change is reported in cost of stock, selling prices, or in the rate of wages.

In the woollen goods industry, especially satinetts, business has slightly improved, and the prospects are considered brighter than they appeared a year ago. Establishments are running on full time and up to full capacity. A slight decrease is reported in the cost of raw materials, while selling prices have a lower tendency, although the margin of profit at the present time is small. Wages remain unchanged and collections are considered fair.

In the building industry, business has somewhat improved over the conditions existing at the date of our spring report. Improvement is also shown over the same months in 1900. No change is reported in rates of wages, except in the case of free-stone cutters, who received an increase of about 10 per cent June 1, accompanying a reduction in the hours of labor from nine to eight per day. The cost of stock shows no material change. Collections are slow.

Establishments in the different industries making return for each of the weeks ending April 13 and October 12 show an increase in the number of persons employed from 6,952 to 7,647, a gain of 10 per cent. The payroll rose from \$80,106 to \$91,494, a gain of 14.22 per cent.

To summarize: The reports by industries indicate a decline in the number of persons employed during the week ending October 12, as compared with that ending April 13, in the following industries: Boots and Shoes (including soles, heels, and cut stock); Clothing; Liquors (Bottled) and Carbonated Beverages; Liquors (Malt); Printing, Publishing, and Bookbinding; and Print Works, Dye Works, and Bleacheries. The decline in each case is very slight, and it may be said that substantially the same conditions of employment exist in all of the industries named. On the other hand, the following industries show an in-

crease under a similar comparison: Building; Cooking, Lighting, and Heating Apparatus; Cotton Goods; Leather; Machines and Machinery; Metals and Metallic Goods; Musical Instruments and Materials; Paper; Woollen Goods; and Worsted Goods. In some cases the gains were very slight.

In the aggregate, the establishments which were canvassed in the different industries show an increase in the number of persons employed in the comparison of weeks named from 76,313 to 78,134, a gain of 2.39 per cent. The weekly payroll of these persons rose from \$651,954 to \$690,225, or 5.87 per cent.

By cities, the comparison for the weeks named indicates a less number of persons employed in Chicopee, Haverhill, Holyoke, Lowell, and Woburn; and a larger number employed in Boston, Brockton, Cambridge, Fall River, Lawrence, Lynn, New Bedford, Peabody, and Worcester.

**Cost of Living.** During the year, the wholesale prices of certain commodities of household consumption have advanced in price. Retail prices have been affected to a less extent, however, as in most cases the margin between wholesale and retail prices enables fluctuations to be taken up by the retailer, and advances in the wholesale market, unless long continued, are not reflected in the retail trade. In the Boston market, as compared with the same date in 1900, beef, lamb, mutton, pork products, potatoes, and apples are somewhat higher at retail, fish a little cheaper, dairy products and eggs unchanged.

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## GENERAL STATISTICS OF MASSACHUSETTS CITIES.

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The information contained in the following tables is abstracted from statistics of cities in the United States, published in the Bulletin of the Department of Labor for September, 1901. They are arranged so as to permit comparisons to be made between the different cities, and, so far as relates to income and expenditure, the cities are arranged in industry groups according to the leading industry of the city; if it is devoted to manufacturing, or if not particularly devoted to manufactures, the city is classed as residential.

The figures are derived from official reports made to the Department of Labor and are presumably correct, although, of course, not verified by us. As to the date of ending of the years covered by the statistics, the following statements apply:

Boston, police department, November 30, 1900; health department, December 31, 1900; schools, June 30, 1900; all other departments, January 31, 1901. Brockton, November 30, 1900. Cambridge, health department and schools, December 31, 1900; all other departments, November 30, 1900. Chelsea, schools, June 30, 1900; all other departments, December 31, 1900. Fall River, December 31, 1900. Fitchburg, schools, June 30, 1900; financial statements, November 30, 1900; all other departments, December 31, 1900. Haverhill, schools, June 30, 1900; public works and water fund items, November 30, 1900; all other departments, December 31, 1900. Lawrence, liquor licenses, April 30, 1901; schools, June 30, 1900; all other departments, December 31, 1900. Lowell, police department, April 30, 1901; all other departments, December 31, 1900. Lynn, financial statements, December 20, 1900; all other departments, December 31, 1900. Malden, December 31, 1900. New Bedford, police and fire departments and public works, December 31, 1900; schools, June 30, 1900; all other departments, December 1, 1900. Newton, schools, June 30, 1900; all other departments, December 31, 1900. Salem, schools, June 30, 1900; all other departments, November 30, 1900. Somerville, December 31, 1900. Springfield, health department, January 1, 1901; schools, June 30, 1900; all other departments, December 10, 1900. Taunton, health department and schools, December 31, 1900; all other departments, November 30, 1900. Worcester, health department, January 1, 1901; all other departments, November 30, 1900.

*General Statement.*

CITIES.	Tax Rate per \$1,000	Assessed Valuation Real and Personal Property, per Capita	Amount paid on Assessed Valuation, per Capita	Actual Income, per Capita	Total Receipts for Fiscal Year, per Capita*	Expenditures for Maintenance, per Capita	Total Expenditures for all Purposes, per Capita†
Boston, . . . . .	\$14.70	\$2,013.18	\$29.69	\$45.38	\$71.59	\$34.39	\$65.80
Brockton, . . . . .	20.10	695.62	13.98	20.24	39.62	16.59	38.76
Cambridge, . . . . .	16.90	1,028.08	17.37	20.90	39.47	23.57	36.69
Chelsea, . . . . .	18.40	696.93	12.81	17.53	30.28	13.72	26.68
Fall River, . . . . .	18.20	689.98	12.66	17.35	26.93	15.44	25.87
Fitchburg, . . . . .	18.00	743.39	13.38	20.27	25.85	16.28	25.84
Haverhill, . . . . .	17.40	711.34	12.38	20.44	29.64	16.19	27.51
Lawrence, . . . . .	16.60	636.87	9.94	16.74	26.72	12.91	25.91
Lowell, . . . . .	18.90	753.19	14.16	21.52	36.07	13.76	35.32
Lynn, . . . . .	18.00	753.95	13.57	21.63	41.80	19.50	40.86
Malden, . . . . .	16.70	810.59	13.54	23.87	36.99	18.90	35.03
New Bedford, . . . . .	17.60	927.01	16.32	20.79	38.49	17.42	37.68
Newton, . . . . .	15.20	1,716.10	26.08	45.19	76.07	35.23	71.95
Salem, . . . . .	18.00	775.29	13.96	21.30	34.76	17.26	34.37
Somerville, . . . . .	16.00	862.95	13.65	21.31	36.29	18.40	34.61
Springfield, . . . . .	13.80	1,165.96	16.09	26.34	39.54	20.16	34.27
Taunton, . . . . .	18.60	640.73	11.92	18.84	36.55	15.54	35.07
Worcester, . . . . .	16.40	946.15	15.52	27.07	42.28	21.25	39.45

\* Includes annual income, loans, and cash on hand at beginning of fiscal year.

† Including cost of maintenance, construction, other outlay, and repayment of loans.

*Income. — Cities devoted to Textiles.*

SOURCES OF INCOME.	ACTUAL INCOME PER CAPITA			
	Fall River	Lowell	Lawrence	New Bedford
Property tax, . . . . .	\$13.33	\$13.96	\$10.24	\$14.51
Liquor licenses, . . . . .	1.30	1.75	2.35	1.01
Other licenses, . . . . .	0.04	0.03	0.03	0.07
Fines and fees, . . . . .	0.10	0.12	0.12	0.11
Franchises, . . . . .	0.11	—	—	0.08
Water works, . . . . .	1.61	2.21	1.72	1.80
Special assessments, . . . . .	—	0.75	0.21	0.05
Docks and wharves, . . . . .	—	—	—	0.07
Cemeteries, . . . . .	0.11	0.09	0.17	0.26
Other sources, . . . . .	0.75	2.62	1.90	2.85
TOTALS, . . . . .	\$17.35	\$21.52	\$16.74	\$20.79

*Income. — Cities devoted to Boots and Shoes.*

SOURCES OF INCOME.	ACTUAL INCOME PER CAPITA			
	Lynn	Brockton	Haverhill	Salem
Property tax, . . . . .	\$13.75	\$14.93	\$12.92	\$14.77
Liquor licenses, . . . . .	1.52	—	1.77	1.56
Other licenses, . . . . .	0.02	0.01	0.03	0.03
Fines and fees, . . . . .	0.16	0.21	0.16	0.14
Water works, . . . . .	2.92	1.93	2.81	2.28
Special assessments, . . . . .	0.31	0.19	0.34	—
Cemeteries, . . . . .	0.29	0.08	—	0.06
Other sources, . . . . .	2.67	2.90	2.42	2.46
TOTALS, . . . . .	\$21.63	\$20.24	\$20.44	\$21.30

*Income. — Cities having Miscellaneous Industries.*

SOURCES OF INCOME.	ACTUAL INCOME PER CAPITA				
	Boston	Worcester	Springfield	Fitchburg	Taunton
Property tax, . . . . .	\$28.72	\$17.51	\$16.84	\$18.68	\$12.77
Liquor licenses, . . . . .	2.63	1.39	1.36	1.19	-
Other licenses, . . . . .	0.09	0.15	0.04	0.05	0.03
Fines and fees, . . . . .	0.32	0.04	0.16	0.02	0.07
Franchises, . . . . .	0.10	0.13	0.14	0.10	-
Water works, . . . . .	4.57	2.51	3.93	2.30	2.12
Electric light plants, . . . . .	-	-	-	-	0.75
Special assessments, . . . . .	0.68	1.21	0.43	0.19	0.05
Docks and wharves, . . . . .	*-	-	-	-	-
Ferries and bridges, . . . . .	0.32	-	-	-	-
Markets, . . . . .	0.15	-	-	-	-
Cemeteries, . . . . .	0.06	-	-	0.16	0.14
Bathhouses, beaches, etc., . . . . .	0.01	-	-	-	-
Other sources, . . . . .	7.77	4.14	3.44	2.63	2.40
TOTALS, . . . . .	\$45.38	\$27.07	\$26.34	\$20.27	\$18.34

\* \$0.0005

*Income. — Cities chiefly Residential.*

SOURCES OF INCOME.	ACTUAL INCOME PER CAPITA				
	Cambridge	Somerville	Chelsea	Malden	Newton
Property tax, . . . . .	\$11.60	\$14.36	\$12.40	\$13.78	\$23.09
Liquor licenses, . . . . .	*-	†-	-	-	†-
Other licenses, . . . . .	0.05	0.07	0.09	0.01	0.08
Fines and fees, . . . . .	0.13	0.06	0.10	0.04	0.15
Franchises, . . . . .	-	-	-	-	0.51
Water works, . . . . .	3.69	3.39	2.53	3.25	3.59
Special assessments, . . . . .	0.42	0.50	0.09	1.36	-
Ferries and bridges, . . . . .	0.01	-	-	-	-
Cemeteries, . . . . .	0.18	-	-	0.44	-
Bathhouses, beaches, etc., . . . . .	0.02	-	-	-	-
Other sources, . . . . .	4.81	2.91	2.23	3.99	16.56
TOTALS, . . . . .	\$20.90	\$21.31	\$17.53	\$22.87	\$45.19

\* \$0.0005

† \$0.0004

† \$0.0007

*Expenditures. — Cities devoted to Textiles.*

CLASSIFICATION.	EXPENDITURES FOR MAINTENANCE AND OPERATION PER CAPITA			
	Fall River	Lowell	Lawrence	New Bedford
Police department, . . . . .	\$1.32	\$1.41	\$0.95	\$1.92
Police courts, jails, workhouses, etc., . . . . .	-	-	*-	†-
Fire department, . . . . .	1.17	1.20	0.86	1.26
Health department, . . . . .	0.14	0.32	0.64	0.13
Hospitals, almshouses, etc., . . . . .	1.27	1.28	1.01	0.99
Schools, . . . . .	2.80	3.40	2.74	3.53
Libraries, museums, etc., . . . . .	0.16	0.14	0.19	0.25
Parks and gardens, . . . . .	0.03	0.13	0.09	0.33
Sewers, . . . . .	†-	0.16	0.12	0.14
Municipal lighting, . . . . .	0.93	0.90	0.53	0.86

\* Supported by County of Essex.

† Supported by County of Bristol.

† Included in other street expenditures.



*Expenditures. — Cities devoted to Textiles — Concluded.*

CLASSIFICATION.	EXPENDITURES FOR MAINTENANCE AND OPERATION PER CAPITA			
	Fall River	Lowell	Lawrence	New Bedford
Street cleaning and sprinkling, . . . . .	\$0.39	\$0.32	\$0.31	\$0.19
Other street expenditures, . . . . .	1.11	0.80	0.71	0.96
Garbage removal, . . . . .	0.31	0.19	0.18	0.39
Water works, . . . . .	1.49	0.88	0.93	0.78
Ferries and bridges, . . . . .	-	-	0.05	*0.14
Cemeteries, . . . . .	0.21	0.10	0.17	0.51
Bathhouses, beaches, etc., . . . . .	-	-	-	0.01
Interest on debt, . . . . .	1.28	1.89	1.68	2.95
All other expenditures, . . . . .	2.83	1.12	1.76	2.08
TOTALS, . . . . .	\$15.44	\$18.76	\$12.91	\$17.42

\* Includes \$0.01 per capita for docks and wharves.

*Expenditures. — Cities devoted to Boots and Shoes.*

CLASSIFICATION.	EXPENDITURES FOR MAINTENANCE AND OPERATION PER CAPITA			
	Lynn	Brockton	Haverhill	Salem
Police department, . . . . .	\$1.20	\$0.99	\$0.88	\$1.06
Police courts, jails, workhouses, etc., . . . . .	-	-	-	-
Fire department, . . . . .	1.40	1.38	1.38	0.94
Health department, . . . . .	0.17	0.17	0.09	0.51
Hospitals, almshouses, etc., . . . . .	1.52	1.14	1.06	1.31
Schools, . . . . .	3.59	3.38	3.46	3.46
Libraries, museums, etc., . . . . .	0.35	0.23	0.37	0.20
Parks and gardens, . . . . .	0.10	-	0.20	0.17
Sewers, . . . . .	0.17	0.24	0.18	0.12
Municipal lighting, . . . . .	0.77	0.67	0.97	1.12
Street cleaning and sprinkling, . . . . .	0.30	0.42	0.71	0.28
Other street expenditures, . . . . .	1.21	3.10	1.02	1.20
Garbage removal, . . . . .	0.51	0.39	0.23	0.08
Water works, . . . . .	0.92	0.41	0.60	0.94
Ferries and bridges, . . . . .	-	-	0.05	0.05
Markets, . . . . .	-	-	-	0.01
Cemeteries, . . . . .	0.43	0.07	0.01	0.18
Interest on debt, . . . . .	3.01	2.30	2.19	1.54
All other expenditures, . . . . .	3.83	1.78	2.77	4.06
TOTALS, . . . . .	\$19.50	\$16.50	\$16.19	\$17.26

\* Included in police department.

*Expenditures. — Cities having Miscellaneous Industries.*

CLASSIFICATION.	EXPENDITURES FOR MAINTENANCE AND OPERATION PER CAPITA				
	Boston	Worcester	Springfield	Fitchburg	Taunton
Police department, . . . . .	\$2.98	\$1.20	\$1.08	\$1.07	\$1.25
Police courts, jails, workhouses, etc., . . . . .	*2.29	†-	†-	-	0.03
Fire department, . . . . .	2.16	1.35	1.60	0.90	0.85
Health department, . . . . .	0.28	0.23	0.10	0.17	0.11
Hospitals, almshouses, etc., . . . . .	\$2.12	1.18	0.88	1.14	1.01
Schools, . . . . .	5.31	4.51	5.37	3.82	3.55

\* Expended by County of Suffolk.

† Supported by County of Hampden.

‡ Supported by County of Worcester.

§ Includes \$0.07 expended by County of Suffolk.

*Expenditures. — Cities having Miscellaneous Industries — Concluded.*

CLASSIFICATION.	EXPENDITURES FOR MAINTENANCE AND OPERATION PER CAPITA				
	Boston	Worcester	Springfield	Fitchburg	Taunton
Libraries, museums, etc., . . . . .	\$0.55	\$0.34	\$0.48	\$0.29	\$0.24
Parks and gardens, . . . . .	0.86	0.22	0.40	0.09	0.04
Sewers, . . . . .	0.65	2.44	0.06	0.19	0.11
Municipal lighting, . . . . .	1.30	0.96	0.99	0.96	0.23
Street cleaning and sprinkling, . . . . .	0.92	0.62	0.69	0.40	0.27
Other street expenditures, . . . . .	2.52	1.86	0.67	1.23	1.08
Garbage removal, . . . . .	1.09	0.15	0.86	0.06	0.03
Water works, . . . . .	2.23	0.55	0.79	1.17	0.76
Electric light plant, . . . . .	-	-	-	-	0.88
Ferries and bridges, . . . . .	0.70	-	-	-	-
Markets, . . . . .	0.05	-	-	-	-
Cemeteries, . . . . .	0.11	-	-	0.23	0.06
Bathhouses, beaches, etc., . . . . .	0.20	*-	-	-	-
Interest on debt, . . . . .	†3.81	3.17	2.34	2.41	2.34
All other expenditures, . . . . .	4.27	2.44	4.46	2.40	2.50
TOTALS, . . . . .	†\$34.39	\$21.25	\$20.16	\$16.28	\$15.54

\* \$0.004.

† Includes \$0.23 expended by County of Suffolk.

† Includes \$2.58 expended by County of Suffolk.

*Expenditures. — Cities chiefly Residential.*

CLASSIFICATION.	EXPENDITURES FOR MAINTENANCE AND OPERATION PER CAPITA				
	Cambridge	Somerville	Chelsea	Malden	Newton
Police department, . . . . .	\$1.35	\$0.98	\$1.00	\$0.99	\$2.01
Police courts, jails, workhouses, etc., . . . . .	*-	*-	-	-	†-
Fire department, . . . . .	0.98	0.99	0.96	1.02	1.89
Health department, . . . . .	0.22	0.17	0.30	0.49	0.64
Hospitals, almshouses, etc., . . . . .	1.16	0.67	1.46	1.20	1.06
Schools, . . . . .	5.06	4.68	3.50	4.14	5.66
Libraries, museums, etc., . . . . .	0.17	0.23	0.14	0.29	0.48
Parks and gardens, . . . . .	0.22	0.17	0.04	0.23	0.15
Sewers, . . . . .	1.02	0.15	0.06	0.27	1.58
Municipal lighting, . . . . .	0.77	0.87	0.81	0.87	1.56
Street cleaning and sprinkling, . . . . .	0.66	0.30	0.37	0.35	1.09
Other street expenditures, . . . . .	1.67	1.12	0.88	2.06	3.50
Garbage removal, . . . . .	0.69	0.35	0.27	0.31	0.29
Water works, . . . . .	0.80	1.06	0.53	1.00	0.61
Ferries and bridges, . . . . .	0.56	0.07	-	0.01	-
Cemeteries, . . . . .	0.20	-	-	0.26	0.01
Bathhouses, beaches, etc., . . . . .	0.01	-	-	-	-
Interest on debt, . . . . .	3.47	1.15	2.00	1.62	7.72
All other expenditures, . . . . .	4.69	5.72	1.43	3.90	7.01
TOTALS, . . . . .	\$23.57	\$18.40	\$13.72	\$18.90	\$35.28

\* Included in police department.

† Supported by County of Middlesex.

## WOMEN IN INDUSTRY.

The Bureau is constantly asked to supply in condensed form the statistics showing the number of occupations in which females are employed in Massachusetts. The source of information is the latest State census, and the figures are brought together in the following table. The classification is by groups, and subgroups, the table showing the whole number of occupations (not mentioned in detail) which, according to the census classification, appeared in each group and subgroup, the number in which females were employed, and the percentage of this latter number of the whole number. For census purposes, in order that the entire population may be disposed of, certain groups not gainful, or industrially employed, are technically called "occupations" and appear in the table, for example, — scholars, students, retired, not gainful, not productive, dependents, etc. According to the recapitulation which appears at the close of the table, the total number of branches classified in the occupation returns is 3,825. Females are included in 2,127 of these, or 56 per cent of the whole number. On the other hand, of course, in 44 per cent males only were found.

CLASSES OF OCCUPATIONS AND INDUSTRIES.	Total Number of Branches of Occupa- tions in each Industry	BRANCHES OF OCCU- PATIONS IN WHICH FEMALES ARE EMPLOYED		CLASSES OF OCCUPATIONS AND INDUSTRIES.	Total Number of Branches of Occupa- tions in each Industry	BRANCHES OF OCCU- PATIONS IN WHICH FEMALES ARE EMPLOYED	
		Number	Per- centage			Number	Per- centage
<b>GOVERNMENT.</b>	72	43	60	<b>AGRICULTURE.</b>	48	16	33
National government, . . .	26	13	50	Agriculture, . . . . .	36	14	39
State government, . . . . .	12	10	83	Care of animals, etc., . . .	12	2	17
City and town government, . .	28	20	71	<b>FISHERIES, THE</b>	8	1	13
Army, . . . . .	3	-	-	Fisheries, The . . . . .	8	1	13
Navy, . . . . .	8	-	-	<b>MANUFACTURES.</b>	1,644	950	62
<b>PROFESSIONAL.</b>	143	107	75	Agricultural implements, . .	14	1	7
Religion, . . . . .	24	13	54	Arms and ammunition, . . .	19	6	32
Law, . . . . .	11	2	18	Artificial teeth and dental work, . . . . .	1	-	-
Medicine, . . . . .	15	13	87	Artisans' tools, . . . . .	26	6	23
Literature, . . . . .	11	10	91	Awnings, sails, tents, etc., .	6	4	67
Art, . . . . .	14	12	86	Boots and shoes, . . . . .	115	99	86
Music, . . . . .	12	12	100	Boxes (paper and wooden), .	17	16	94
Amusements, . . . . .	8	5	62	Brick, tiles, and sewer pipe, .	10	3	30
Education, . . . . .	37	34	92	Brooms, brushes, and mops, . . . . .	12	10	83
Science, . . . . .	11	6	55	Building, . . . . .	70	9	13
<b>DOMESTIC SERVICE.</b>	56	47	84	Burial cases, caskets, cof- fins, etc., . . . . .	10	7	70
Boarding and lodging, . . .	30	28	93	Buttons and dress trim- mings, . . . . .	9	8	89
Domestic service (private families), . . . . .	26	19	73	Carpetings, . . . . .	23	24	86
<b>PERSONAL SERVICE.</b>	61	46	75	Carriages and wagons, . . .	15	6	40
Personal service, . . . . .	61	46	75	Cement, kaolin, lime, and plaster, . . . . .	6	1	17
<b>TRADE.</b>	1,311	669	51	Charcoal and kindlers, . . .	3	-	-
Merchants and dealers, . . .	257	77	30	Chemical preparations (compounded), . . . . .	6	5	83
Salesmen and saleswomen, . .	271	99	37	Clocks, watches, and jew- elry, . . . . .	36	32	89
Accountants, bookkeepers, clerks, etc., . . . . .	559	398	71	Clothing, . . . . .	67	65	97
Agents, bankers, brokers, etc., . . . . .	171	62	36	Concrete walks, paving, etc., . . . . .	3	-	-
Messengers, porters, etc., . .	53	33	62	Cooking, lighting, and heating apparatus, . . . .	15	3	20
<b>TRANSPORTATION.</b>	116	29	25				
Carriers on roads, . . . . .	44	9	20				
Carriers on steam railroads, . .	46	16	35				
Carriers on seas and rivers, . .	26	4	15				

CLASSES OF OCCUPATIONS AND INDUSTRIES.	Total Number of Branches of Occu- pations in each Industry	BRANCHES OF OCCUPA- TIONS IN WHICH FEMALES ARE EMPLOYED		CLASSES OF OCCUPATIONS AND INDUSTRIES.	Total Number of Branches of Occu- pations in each Industry	BRANCHES OF OCCUPA- TIONS IN WHICH FEMALES ARE EMPLOYED	
		Number	Per- centage			Number	Per- centage
<b>MANUFACTURES — CON.</b>				<b>MANUFACTURES — CON.</b>			
Cordage and twine, . . .	18	15	83	Print works, dye works, and bleacheries, . . .	34	24	71
Corks, bungs, and taps, . .	2	1	50	Railroad construction and equipment, . . .	11	1	9
Cotton goods, . . .	66	62	94	Rubber and elastic goods,	20	16	80
Cotton, woollen, and other textiles, . . .	5	2	40	Saddlery and harness, . .	8	4	50
Crayons, pencils, crucibles, etc., . . .	8	2	25	Scientific instruments and appliances, . . .	14	8	57
Drugs and medicines, . . .	7	6	86	Shipbuilding, . . .	10	-	-
Dyestuffs, . . .	5	2	40	Silk and silk goods, . . .	18	17	94
Earthen, plaster, and stone ware, . . .	6	5	83	Sporting and athletic goods,	13	8	62
Electrical apparatus and appliances, . . .	13	4	31	Stone, . . .	18	1	6
Electroplating, . . .	5	4	80	Straw and palm leaf goods,	23	17	77
Emery and sand paper and cloth, etc., . . .	8	3	38	Tallow, candles, soap, and grease, . . .	7	3	43
Fancy articles, etc., . . .	7	6	86	Tobacco, snuff, and cigars,	11	10	91
Fertilizers, . . .	6	1	17	Toys and games (chil- dren's), . . .	5	3	60
Fine arts and taxidermy, . .	4	3	75	Trunks and valises, . . .	5	2	40
Fireworks and matches, . .	7	4	57	Whips, lashes, and stocks,	8	4	50
Flax, hemp, jute, and linen goods, . . .	30	18	60	Wooden goods, . . .	33	17	53
Food preparations, . . .	48	31	65	Woollen goods, . . .	60	54	90
Furniture, . . .	41	20	49	Worsted goods, . . .	33	25	78
Gas and residual products,	10	-	-	MINING.	27	-	-
Glass, . . .	11	8	73	Mining, . . .	27	-	-
Glue, isinglass, and starch,	8	4	50	LABORERS.	100	30	30
Hair work (animal and human), . . .	6	5	83	Laborers (agriculture), . .	7	2	23
Hose: rubber, linen, etc., . .	5	3	60	Laborers (manufacturers),	76	23	30
Hosiery and knit goods, . .	28	25	89	Laborers, other, . . .	17	5	29
Ink, mucilage, and paste, . .	8	5	63	APPRENTICES.	70	23	33
Ivory, bone, shell, and horn goods, etc., . . .	9	6	67	Apprentices, . . .	70	23	33
Leather, . . .	38	16	42	CHILDREN AT WORK.	2	2	100
Liquors and beverages (not spirituous), . . .	6	2	33	Children at work, . . .	2	2	100
Liquors: malt, distilled, and fermented, . . .	13	1	8	SCHOLARS.	2	2	100
Lumber, . . .	16	-	-	Scholars (public schools),	1	1	100
Machines and machinery, . .	46	16	35	Scholars (private schools),	1	1	100
Metals and metallic goods,	85	48	56	STUDENTS.	1	1	100
Mixed textiles, . . .	4	3	75	Students, . . .	1	1	100
Models, lasts, and patterns,	8	3	38	RETIRED.	117	71	61
Musical instruments and materials, . . .	28	14	50	Retired, . . .	117	71	61
Oils and illuminating fluids,	8	2	25	NOT GAINFUL, ETC.	4	3	75
Paints, colors, and crude chemicals, . . .	6	2	33	Not gainful, etc., . . .	4	3	75
Paper and paper goods, . .	35	29	83	NOT PRODUCTIVE.	1	-	-
Perfumes, toilet articles, etc., . . .	5	4	80	Not productive, . . .	1	-	-
Photographs and photo- graphic materials, . . .	3	3	100	UNEMPLOYED TWELVE MONTHS.	68	41	60
Polishes and dressing, . . .	8	7	88	Unemployed twelve months,	68	41	60
Printing, publishing, and bookbinding, . . .	48	36	75	DEPENDENTS.	72	44	61
				Dependents, . . .	72	44	61
				AT HOME.	1	1	100
				At home, . . .	1	1	100
				NOT STATED.	1	1	100
				Not stated, . . .	1	1	100

THE STATE, AND CLASSES OF OCCUPATIONS.	Total Number of Branches of Occu- pations in each Industry	BRANCHES OF OCCUPA- TIONS IN WHICH FEMALES ARE EMPLOYED		THE STATE, AND CLASSES OF OCCUPATIONS.	Total Number of Branches of Occu- pations in each Industry	BRANCHES OF OCCUPA- TIONS IN WHICH FEMALES ARE EMPLOYED	
		Number	Per- centage			Number	Per- centage
THE STATE.	3,825	2,127	56	THE STATE — Con.			
Government, . . .	72	43	60	Apprentices, . . .	70	23	33
Professional, . . .	143	107	75	Children at work, . . .	2	2	100
Domestic service, . . .	56	47	84	Scholars, . . . . .	2	2	100
Personal service, . . .	61	46	75	Students, . . . . .	1	1	100
Trade, . . . . .	1,311	669	51	Retired, . . . . .	117	71	61
Transportation, . . .	116	29	25	Not gainful, etc., . . .	4	3	75
Agriculture, . . . .	48	16	33	Not productive, . . .	1	-	-
The Fisheries, . . .	8	1	13	Unemployed twelve months,	68	41	60
Manufactures, . . .	1,544	950	62	Dependents, . . . . .	72	44	61
Mining, . . . . .	27	-	-	At home, . . . . .	1	1	100
Laborers, . . . . .	100	30	30	Not stated, . . . . .	1	1	100

## QUARTERLY RECORD OF STRIKES.

During the three months ending September 30, 1901, 84 labor disturbances occurred in Massachusetts, by months as follows: July, 35; August, 29; September, 20. In some instances, the difficulty occurred through some trifling misunderstanding, the men stopping work for a few hours only, matters being then amicably adjusted. The number of disagreements occurring during the specified period are located as follows:

Boston, 14; Lynn, six; Lowell and Worcester, five each; Fall River, Haverhill, and North Adams, four each; Beverly, Brockton, and Holyoke, three each; Abington, Lawrence, Milford, Montague, Quincy, and Springfield, two each; and the following cities and towns, one each: Brookline, Clinton, Dedham, Fairhaven, Hopedale, Leominster, Maynard, Millbury, Newburyport, North Brookfield, Pittsfield, Plymouth, Revere, Rockland, Salem, Southbridge, Uxbridge, Warren, Wellesley, West Springfield, and Whitman.

The causes of the differences were as follows:

Relating to wages only, 31, five of which were successful, nine satisfactorily adjusted, four compromised, 12 failures, and one result not stated; relating to hours of labor only, nine, of which two were successful, one satisfactorily adjusted, one compromised, two failures, while for three the result was not stated. Differences as to hours of labor and wages combined numbered 18; of these, three were successful and one partially so; one was satisfactorily adjusted and one compromised; 11 were failures; and the result in one instance was not reported. Strikes resulting from other causes, such as recognition of union, discharge or reinstatement of fellow workmen, refusal to work with non-union men, "sympathetic" strikes, etc., numbered 26; of these, five were successful and five satisfactorily adjusted, one was compromised, one pending at the close of our record, and 14 were failures.

The results of the 84 disagreements in the aggregate are:

Succeeded, 15; succeeded partially, one; satisfactorily adjusted, 16; compromised, seven; failed, 39; pending at close of record, one; result not stated, five.

The industries or classes of workmen involved, together with the number of disagreements in each case, are as follows :

Building trades, 24; boots and shoes, 18; foundry and machine shop employes, 10; laborers, eight; cotton goods operatives, six; teamsters and expressmen, operatives in woollen and worsted mills, leather workers, paper mill employes, stone cutters, and employes engaged in the manufacture of sporting and athletic goods, two each; messenger boys, lumber handlers, printing employes, cap makers, meat handlers, and cigar makers, one each.

The most important disagreement during the three months under consideration was the strike of the expressmen, occurring in Boston in September.

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## HISTORICAL NOTE ON THE EIGHT-HOUR MOVEMENT.

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The following historical note relative to the early action of the Massachusetts Legislature upon the subject of the eight-hour day has been communicated to the Bureau by Mr. Edward H. Rogers, of Chelsea, who was the House Chairman, and is now the only surviving member of the special committee which considered the proposition. The report of this committee preceded the action which was finally taken (not, however, until 1874), limiting the hours of labor of women and of minors under 18 years of age to 60 per week. It was also submitted antecedent to the general factory legislation in the State, and therefore before the similar legislation in other States, which, in many instances has been based on Massachusetts precedent. The progress of the labor movement here has been treated historically in the reports of the Bureau.\*

The report of the committee of which Mr. Rogers was a member, submitted in the House April 28, 1865, opens with a brief historical summary, concluding with the statement that the ten-hour day was then in operation in manufacturing establishments in Great Britain, and in Massachusetts in general employment, except the textile industries, in which the hours of labor were 11 per day. It proceeds as follows :

In the hearings before our Committee, the testimony and the demand were unanimous for a still further decrease of the hours of labor, praying for a limitation by law of eight hours as a legal day's labor. . . . The testimony of those who appeared before us, and who represented and spoke the sentiments of thousands of their fellow-craftsmen, demonstrated to our satisfaction that not only could the productive industry of the country bear this, but even more.

The testimony of every person who appeared before the Committee, some thirty or forty witnesses, some of whom were representatives of classes of industry, was, that, instead of this change of time being a loss or injury to labor or wealth, it would be a certain and speedy gain to both. From a careful consideration of the subject, your Committee have arrived at the same conclusion.

But there is another view of the matter which is even more important to us as a people than the mere increase of wealth or the perfection of the mechanic arts — the protection, preservation, and ad-

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\* See especially the Seventh Annual Report, 1876; also "Trade Unionism in Massachusetts Prior to 1880," in Bulletin No. 10; April, 1899.

vancement of man. In this view, we feel that there is a solemn duty and responsibility resting upon us, and that we are called upon to atone for our apathy of the past by early and earnest action in the future. . . . It was painful to listen to the statements showing a steady demoralization of the men who are the bulwarks of our National life; painful to witness progress in that which is perishable; stagnation and decay in the imperishable and immortal man. Yet such was the evidence presented to us. Instead of honest pride in the dignity of labor, we have the consciousness of inferiority; instead of a desire to enter the mechanic arts, we have loathing and disgust of their drudgery and degradation; instead of labor being the patent of nobility, it is the badge of servitude.

The Committee are constrained to say that from a patient and careful consideration of the question, they are satisfied that, if we would avert National calamity and decay, loss of industrial science and strength of execution, preserve the health, life, and virtue of the people, secure to ourselves and transmit to our posterity the precious blessings of liberty and self-government, we must awake to the importance of this subject; and if not in the spirit of philanthropy, at least for self-preservation do justice to it.

"Ill fares the land, to hastening ills a prey,  
Where wealth accumulates and men decay."

(The Committee also reported in favor of the appointment of an unpaid committee of five, to investigate the reduction of the hours of labor, and signed unanimously the above report, as follows):

A. M. IDE, of Taunton,  
MARTIN GRIFFIN, of Boston,  
JOEL MERRIAM, of Westminster,  
*(of the Senate).*  
EDWARD H. ROGERS, of Chelsea,  
CHARLES R. McLEAN, of East Boston,  
GEORGE L. SAWIN, of Natick,  
GEORGE W. PATCH, of Marblehead,  
JOHN W. MAHAN, of Boston,  
HENRY SHORTLE, of Provincetown,  
REUBEN BAGSTER, of Westborough,  
*(of the House).*

Mr. Rogers, in his communication to the Bureau, makes the following statement:

The history of the above unanimous report of a committee of the Massachusetts Legislature of 1866, in favor of the eight-hour day, seems worthy of preservation. The proceedings which led to it are thought to have been the first appearance of the claim before any legislative body. The eight-hour system had, however, already found permanent adoption in certain branches of labor on shipping.

The Legislature of 1866, convening as it did in the closing months of the Civil War, naturally contained rather more than the usual number of idealists and reformers. The State itself had been much elevated in its moral tone by the events of the war, so much so that many men found themselves (the present writer among them) unexpectedly the recipients of popular favor in a call to perfect by final action the results of the great anti-slavery movement to which many of us had devoted our lives. It followed from this that a proposal so radical as the eight-hour day found friends, where, under ordinary circumstances, it could hardly have obtained even a hearing, much less a unanimous report. This account must, in the nature of the case, be somewhat autobiographic. No one of the Committee but myself knew of the occurrences of which I am writing, and if they had known, it would not affect the situation, as in the thirty-six years which have elapsed, I am the only one living.

Some time in March, I was called by Speaker Bullock into his private room, and told by him that the labor question was assuming a prominence which called for notice. He had concluded to appoint a Special Committee to hear the claims of organized labor, and he wanted me as its Chairman on the part of the House. To say that I was astonished and displeased would be a very mild way of describing my mental agitation. I declined emphatically to accept the appointment. My vexation was still further increased, however, by his reception of my declination. I stood silent and reflective for a few moments. Admonishing myself not to do anything rash and inconsiderate, I rapidly came to the conclusion that there was no way of escape for me except the resignation of my seat in the House. I soon comprehended the true situation, however. He was as much surprised at my declination as I was at his offer; he was thrown off his guard by it, and lost for a few moments self-command. He urged, in some excitement, that he was dependent on me; that there was no one but myself that he could call upon. His language was not violent, but deprecatory, and I saw that it was quite as much regret as any other emotion that influenced him. With a strong revulsion of feeling I changed my course, first asking him the question, "Will you consent to my control of the House Committee?" to which he cordially assented. I then followed up my proposition with: "Will you appoint my nomi-

nees?" to which he at once agreed. He further assured me that I should have his full support in any difficult crisis which might occur. Upon this I withdrew my objections. It is but justice to his memory to say that the relations then begun were continued after he became Governor, and matters of much greater importance were afterward intrusted to me by him.

It may illustrate the delicacy and difficulty of my work upon the Committee to state, that after the report (which was written by the Hon. Martin Griffin) was in print, and within a few days of the close of the session, certain of its statements concerning the condition of the work-people of the State, which had aroused intense opposition, not to say indignation, in some quarters, occasioned the following incident.

The House was in the charge of the Hon. Moses Kimball as Speaker pro-tem, and it had adjourned; but before the members could leave their seats, one of them began a most vigorous objection to issuing such a radical document, even as the Report of a Committee. These remarks caused a sensation, and the members lingered. The Chairman was obliged to remind them that the House had adjourned, and that the proceedings were therefore inconsequential. Before it re-assembled on the following day, Wendell Phillips had interviewed the objecting member, who was an old-time abolitionist, and set him right on the claims of the new reformatory measure.











# LABOR BULLETIN

## OF THE COMMONWEALTH OF MASSACHUSETTS.

No. 21.

FEBRUARY.

1902.

Prepared and Edited by the Bureau of Statistics of Labor.

HORACE G. WADLIN, *Chief.* CHAS. F. PIDGIN, *First Clerk.* FRANK H. DROWN, *Second Clerk.*

### CONTENTS.

	Page
PHYSICALLY DEFECTIVE POPULATION IN MASSACHUSETTS IN RELATION TO INDUSTRY, THE	1-13
Introduction, . . . . .	1, 2
Consideration of the lame and maimed — incurred in class of occupation specified, . . . . .	3, 4
Summary of employes injured in manufacturing and mercantile establishments, 1890-1900, . . . . .	5
Railroad accidents to employes, 1890-1900, . . . . .	5, 6
Causes of defective conditions, . . . . .	6-8
Means of support of lame and maimed — disability incurred in discharge of duty, . . . . .	8, 9
Means of support of the other defective classes, . . . . .	9, 10
Means of support of lame and maimed — not injured in their employment, . . . . .	10, 11
Means of support of persons having acute and chronic diseases and the deaf and dumb, . . . . .	11
Means of support of lame and maimed soldiers, . . . . .	11-13
Summary of defective classes, . . . . .	13
DISTRIBUTION OF THE INDUSTRIAL POPULATION OF MASSACHUSETTS, . . . . .	12-26
Industrial prosperity reflected by growth in population, . . . . .	12, 13
Population of cities and towns above 2,500, classified industrially, showing general nativity and color, . . . . .	12-19
Comparison of increase in population, by manufacturing groups, by five-year periods from 1875 to 1900, . . . . .	20-22
Density of cities and towns — creation of "slum" districts, . . . . .	22, 23
Native born and foreign born population compared for 1890 and 1900, . . . . .	23, 24
Native born and foreign born population compared for 1875 and 1900, . . . . .	24, 25
Proportions of persons of foreign birth and foreign descent in Massachusetts, . . . . .	25, 26
COMPULSORY ARBITRATION IN NEW SOUTH WALES, . . . . .	26-31
Condensed report on compulsory arbitration in New Zealand, . . . . .	26-28
Act adopted in New South Wales in December, 1901, . . . . .	28-31
QUARTERLY RECORD OF STRIKES, . . . . .	31, 32
Labor disputes in Massachusetts for quarter ending December 31, 1901, . . . . .	31, 32
STATISTICAL ABSTRACTS, . . . . .	33-38
Illiteracy in Massachusetts — Aliens in Massachusetts — Industrial Accidents in Massachusetts — Chinese Population in Massachusetts — Tobacco Raising in Massachusetts — Massachusetts Savings Banks — Labor Organizations in New York — Industrial Accidents in New York — Free Employment Bureau of New York — Child Labor — Coal Production in Illinois in 1901 — Production of Turpentine — Recent Labor Legislation in Tennessee — Employers' Liability, Lumber Company — Employers' Liability, Interstate Law — Building Association, Premiums — Recent Foreign Censuses — Industrial Accidents in Great Britain — Creation of Labor Office in Italy — Insurance against Unemployment in Ghent — Strikes and Lockouts in France in 1901 — Factory Inspection in Amsterdam — Strikes in Denmark — Strikes in Austria, 1900 — Strikes and Lockouts in Belgium in 1901 — Wages in Norway — Workmen's Compensation Law in Sweden — Proposed Employers' Liability and Co-operative Insurance in Maryland — Candy Manufacturing in France.	





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**THE PHYSICALLY DEFECTIVE POPULATION IN MASSACHUSETTS IN RELATION TO INDUSTRY.**

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The industrial changes that are constantly taking place result, upon the whole, in a betterment of social conditions. This may be admitted, and indeed is frequently dwelt upon. There is, however, a reverse side to the picture. Every new adjustment of relations causes temporary suffering. Every new method of conducting business operations, the mechanical and scientific improvements that follow each other so swiftly, every combination of establishments, which is so marked a feature of the present decade, — these throw thousands out of employment, and until the readjustment is effected hardship ensues. The readjustment comes with time. Increased employment is eventually open, and larger numbers are employed, but there are many who fall by the way.

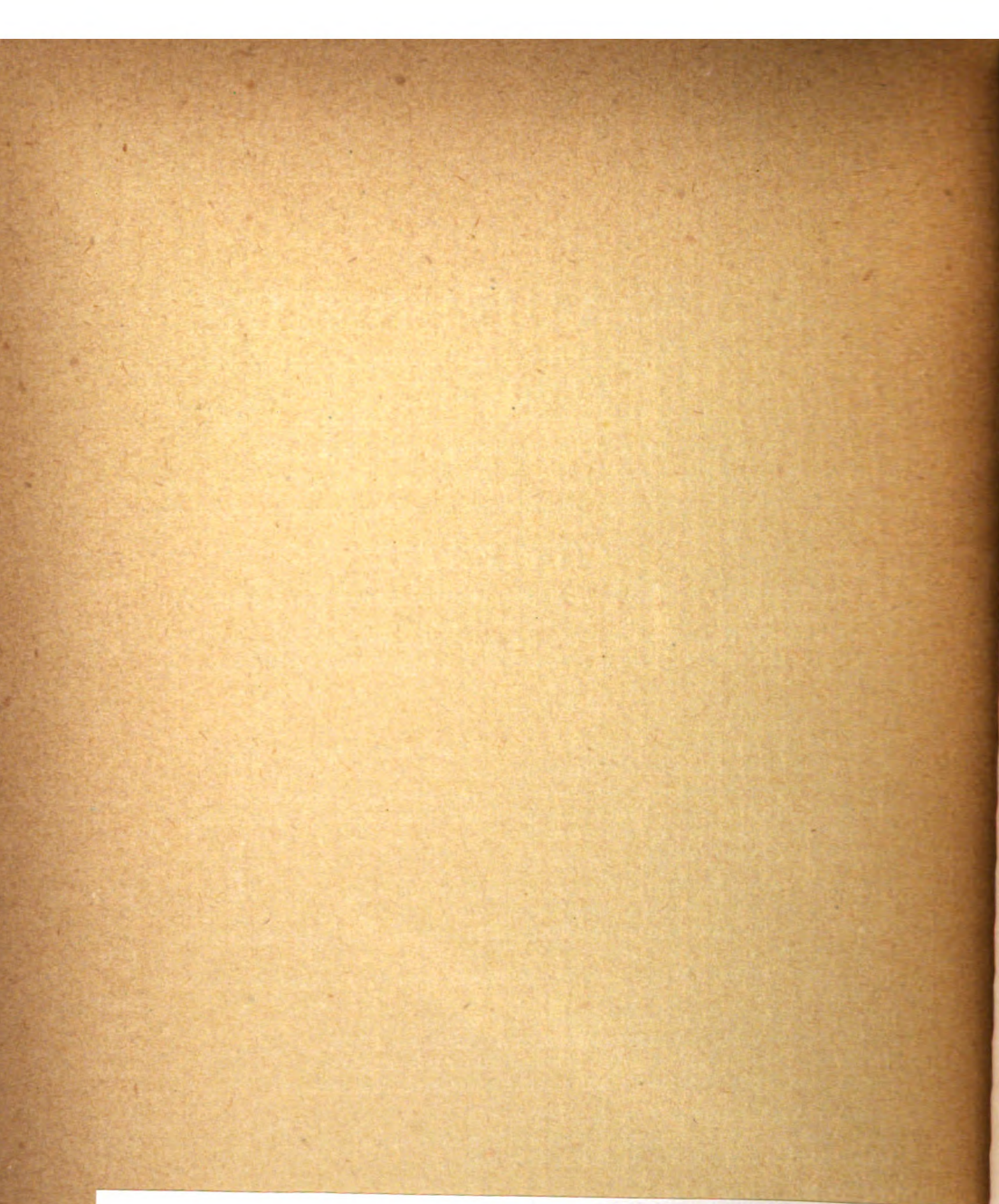
The stress of modern industrial life is too severe for persons of weak physique. They break down under it, and fall into the group of industrial defectives who, in increasing numbers, are shown in every enumeration of the population. Accidents due to the contingencies of employment also add to the number. Some of the important problems of modern social life are affected by these facts. They must be considered in every discussion of questions of charity, insanity, intemperance, or crime.

It is now everywhere recognized that some provision ought to be made to guard the workmen against ill

*With compliments of*  
*Sarace G. Hadlin,*

*Chief of Bureau of Statistics of Labor.*





With the manuscript of  
Thomas L. Jackson  
and a portrait of Jackson  
and a portrait of Jackson



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**THE PHYSICALLY DEFECTIVE POPULATION IN MASSACHUSETTS IN RELATION TO INDUSTRY.**

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The industrial changes that are constantly taking place result, upon the whole, in a betterment of social conditions. This may be admitted, and indeed is frequently dwelt upon. There is, however, a reverse side to the picture. Every new adjustment of relations causes temporary suffering. Every new method of conducting business operations, the mechanical and scientific improvements that follow each other so swiftly, every combination of establishments, which is so marked a feature of the present decade, — these throw thousands out of employment, and until the readjustment is effected hardship ensues. The readjustment comes with time. Increased employment is eventually open, and larger numbers are employed, but there are many who fall by the way.

The stress of modern industrial life is too severe for persons of weak physique. They break down under it, and fall into the group of industrial defectives who, in increasing numbers, are shown in every enumeration of the population. Accidents due to the contingencies of employment also add to the number. Some of the important problems of modern social life are affected by these facts. They must be considered in every discussion of questions of charity, insanity, intemperance, or crime.

It is now everywhere recognized that some provision ought to be made to guard the workman against illness or accident, resulting as a contingency of his employment, by means of insurance, either through private agency or resting upon public support, so that the unfortunate victims of unforeseen disaster may not be left entirely without resources, or dependent upon public or private charity.

Nearly every European country which has been affected by the industrial revolution of the past century has taken up this subject and worked out a solution of the problem, more or less complete. There are many private relief societies in this country, which aim, in a limited way, to protect their members against the immediate effects of accident or sickness. Insurance against accident or death, adapted to the needs and resources of persons industrially employed, has become a recognized

branch of the business of private insurance companies. Experiments, necessarily tentative on account of lack of actuarial data, have even been made abroad in the field of insurance against loss of employment.

So far as a determination of the number of persons of defective physical condition, existing in the population of a Commonwealth largely devoted to manufactures, has any bearing upon the subject, Massachusetts offers an interesting and profitable field of study.

The latest census enumeration which gives detailed information as to the defective classes showed the number of physically defective persons to be 51,603,\* or two in every 100 (2.06 per cent) of the population. Of these defective persons, 2,493 were afflicted only with some acute disease, and 13,428 were subjects of some chronic disease. There were others whose defect was acute and chronic disease combined. In each of these cases the cause of the disease cannot be determined. In so far as any condition of employment led to the trouble it must, of course, remain unknown. Of the remaining defectives, 757 persons were deaf and dumb but not otherwise defective, the defect in many cases existing from birth. Industrial causes, if any were operative in such instances, must have preceded birth and the effect transmitted through the parents. At all events, in these cases, as in those covered by acute and chronic diseases, no information is obtainable as to the effect, if any, of industrial conditions. Eliminating the persons having no other defect than acute or chronic disease, and also those who were only deaf and dumb, from the total number of defective persons reduces the aggregate to 33,536, or to one in every 100 (1.34 per cent) of the total population. These 33,536 remaining persons were defective by being lame, maimed, blind, deaf (without being dumb), dumb (without being deaf), epileptic, idiotic, insane, or subject to other miscellaneous defective conditions.

These various physical defects are to a certain extent interwoven with one another, the same person sometimes having more than one kind of disability. In a series of tables treating each class separately it is evident, therefore, that duplications must occur as regards persons. If a person has two defective conditions, for example, is lame and is also blind, it is evident that he will appear both under "lame" and under "blind" in the tables, and must therefore be counted twice. It is evident, also, that for the reason stated no aggregate can be made of the blind, lame, maimed, and other instances of defective conditions which will not exceed the number of actually defective persons by an amount equal to the number of times the same person appears under different defective heads. As a matter of fact, the number of instances of different defects (excluding all cases where the defect in any individual consisted of acute or chronic dis-

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\* In this article, we use the figures for the latest State census, the returns from the national census of 1900 not being available, and indeed the individual schedules from the State census in the possession of the Bureau are the only ones which are sufficiently complete to enable the facts presented to be definitely determined. These facts in their industrial relations have never been published in detail, nor analyzed.

ease, or the person was only deaf and dumb) aggregated 35,111, exceeding the number of individuals by 1,575. In the tables which follow in this article, each class of defects is considered separately, and, for the reason just stated, the total of the different classes will exceed the actual number of different persons by 1,575. For convenience of analysis, however, this difference is disregarded and totals in the tables, which, so far as the grand aggregates are concerned, are really totals of *instances*, are treated as totals of persons. The number of persons who were lame was 7,806; and the number maimed by loss of some organ was 3,240. The persons lame or maimed included 586 lame soldiers and 433 maimed soldiers, injured in war. The persons, including soldiers, whose defect of lameness or maiming was not due to their employment aggregated 6,422 lame and 1,731 maimed. Excluding these from present consideration there remain 1,384 lame and 1,509 maimed, whose defect was incurred in discharge of their duty in the particular industrial employments shown, by classes, in the following table:

CLASSES OF OCCUPATIONS.	LAME			MAIMED		
	Males	Females	Both Sexes	Males	Females	Both Sexes
Government, . . . . .	23	-	23	14	-	14
Professional, . . . . .	10	4	14	1	1	2
Domestic service, . . . . .	9	235	244	3	11	14
Personal service, . . . . .	11	24	35	11	8	19
Trade, . . . . .	58	4	62	24	-	24
Transportation, . . . . .	230	-	230	257	-	257
Agriculture, . . . . .	143	-	143	51	-	51
Fisheries, the . . . . .	18	-	18	2	-	2
Manufactures, . . . . .	359	27	386	900	38	938
Mining, . . . . .	15	-	15	50	-	50
Laborers, . . . . .	215	-	215	127	-	127
Apprentices, . . . . .	4	-	4	11	-	11
TOTALS, . . . . .	1,090	294	1,384	1,451	58	1,509

Referring to the preceding table, it will be seen that, as might be supposed, the larger number of injuries in both classes were incurred in manufactures. Here we find 386 of the lame and 938 of the maimed. In domestic service, there are 244 of the lame, this employment ranking next to manufactures as to aggregates in this class, and of these, 235 are women. Under the head of "personal service" there are found 24 women among the lame, and under the head of "manufactures" 27 women among the lame and 38 among the maimed. The remaining females included in the table are few in number. The occupation "laborers," meaning by that term the wholly unskilled, includes 215 males who were made lame in their employment, and 127 who were maimed. Under the head of transportation, there are 230 males among the lame and 257 among the maimed. This occupation includes railroad employes. In agriculture, there are 143 males among the lame and 51 among the

maimed. In mining, which in Massachusetts is almost entirely restricted to quarrying, there are 15 males among the lame and 50 among the maimed, the defect in most cases due to accidents in blasting.

The numbers found under the other occupation heads are comparatively small in each case and need not be particularly mentioned. The following table shows the total number of persons returned as occupied in the different branches shown in the table, at the date of the return as to the defectives, in comparison with the total number of lame and maimed persons, whose defect was incurred in the various occupations, respectively.

CLASSES OF OCCUPATIONS.	Total Number Employed	NUMBER OF SPECIFIED DEFECTIVES WHOSE DEFECT WAS INCURRED IN OCCUPATIONS NAMED		PERCENTAGES OF SPECIFIED DEFECTIVES WHOSE DEFECT WAS INCURRED IN OCCUPATIONS NAMED	
		Lame	Maimed	Lame	Maimed
Government, . . . . .	20,066	23	14	0.11	0.07
Professional, . . . . .	43,768	14	2	0.03	—*
Domestic service, . . . . .	652,115	244	14	0.04	—*
Personal service, . . . . .	45,486	35	19	0.08	0.04
Trade, . . . . .	154,017	62	24	0.04	0.02
Transportation, . . . . .	70,048	230	257	0.33	0.37
Agriculture, . . . . .	37,556	143	51	0.38	0.14
Fisheries, the . . . . .	8,331	13	2	0.15	0.02
Manufactures, . . . . .	492,497	386	938	0.08	0.19
Mining, . . . . .	2,367	15	50	0.63	2.11
Laborers, . . . . .	98,965	215	127	0.22	0.13
Apprentices, . . . . .	5,887	4	11	0.07	0.19
TOTALS, . . . . .	1,631,623	1,384	1,509	0.08	0.09

\* Less than one one-hundredth of one per cent.

The percentages in the foregoing table are simply indicative of the proportionate number of lame and maimed persons whose injuries were received in the different occupations as compared with the number employed in such occupations at the date of enumeration. Of course they have no reference to the number of disabilities of the kind referred to which have occurred within a given time. In other words, the figures merely show that in a Commonwealth containing 1,631,623 persons productively employed in the classified occupations there existed at the same time a group of 1,384 lame and 1,509 maimed persons whose injuries were incurred in the same occupations. The percentage proportions are in every case fractional, *i.e.*, less than one per cent, except so far as relates to the maimed in mining (quarrying) who represent a number equivalent to 2.11 per cent of the total number employed in that industry. The number of persons lamed in agriculture forms a larger percentage of the total number employed in agriculture, than appears in connection with any other occupation, with the single exception of mining, which as before explained principally consists of persons employed in quarrying, subjected to accidental injury in blasting.

As bearing especially upon this phase of the subject we present a table, compiled from the returns to the factory inspection department of the Commonwealth, showing the number of accidents annually occurring in industrial establishments, by years, from 1890 to 1900, inclusive, including only such accidents as resulted in injuries not fatal.\*

*Summary of Employés Injured in Manufacturing and Mercantile Establishments:  
By Years.*

CLASSIFICATION OF INJURIES.	NUMBER OF EMPLOYÉS INJURED DURING SPECIFIED YEARS—										
	1890	1891	1892	1893	1894	1895	1896	1897	1898	1899	1900
Injured by machinery in factories, mills, and electric works, . . .	425	344	346	346	284	389	291	442	420	561	554
Injured by machinery in other mechanical establishments, . . .	238	176	80	104	64	95	85	86	114	163	244
Injured by elevators, . . .	26	45	44	23	27	31	27	36	35	37	45
Injured by shafting, belting, and pulleys, . . . . .	35	41	34	25	22	39	44	32	32	32	47
Injured by burns and scalds, . . .	13	25	33	18	16	39	27	25	25	43	-
Injured by explosions and electric shocks, . . . . .	-	1	-	3	3	3	9	4	4	-	1
Injured by causes not here enumerated, . . . . .	70	223	302	238	208	310	391	362	402	545	602
TOTALS, . . . . .	807	860	839	787	624	906	874	987	1,032	1,381	1,493

The total number of non-fatal accidents shown in the table shows a considerable increase, being 1,493 in 1900 as compared with 906 in 1895 and 807 in 1890, each of these being census years. The number of persons returned as engaged in the occupations for which returns as to accidents are made was, for the census year 1895, 664,459, this being the mid-year in the series covered by the table. The corresponding figures for the census years 1890 and 1900 are unobtainable. The next table shows the number of accidents, non-fatal, occurring to railroad employés, as returned to the Board of Railroad Commissioners, in the same years covered by the preceding table, giving also the number of fatal accidents, the average number of persons employed, the causes of accident, etc. In this table, the statistics as to the total number of accidents and persons employed by the corporations making return include the aggregates for each corporation, whether the accident occurred or the persons were employed in Massachusetts or not. As a matter of fact, a considerable number both of accidents and employés were upon mileage outside the State.

\* The number of fatal accidents, in addition to the accidents shown in the table, is as follows, by years: 1890, 42; 1891, 32; 1892, 34; 1893, 23; 1894, 24; 1895, 36; 1896, 23; 1897, 27; 1898, 29; 1899, 41; 1900, 54.

*Summary of Railroad Accidents to Employés: 1890-1900.*

YEAR ENDING—	Number of Train-men Killed or Injured	Number of Other Em-ployés Killed or Injured	Total Number of Em-ployés Killed or Injured	CAUSES OF ACCIDENTS					Aggregate Average Number of Persons Em-ployed	Total Number of Em-ployés Killed	Total Number of Em-ployés Injured
				In Cou-pling and Un-coupling Cars	By Over-head Bridges	By Train Acci-dents*	By Falling from Trains and Engines	From Other Causes			
September 30, 1890,	307	83	390	158	20	18	75	119	40,350	68	322
June 30, 1891, .	336	72	408	194	19	27	69	99	42,239	67	341
June 30, 1892, .	529	96	624	307	31	27	104	155	44,784	84	540
June 30, 1893, .	832	92	924	412	44	40	185	243	48,881	110	814
June 30, 1894, .	480	120	600	257	17	76	101	149	46,727	53	547
June 30, 1895, .	483	117	600	256	22	66	107	149	46,533	67	533
June 30, 1896, .	439	139	578	233	28	58	85	174	52,127	74	504
June 30, 1897, .	415	123	537	198	23	45	72	204	50,924	70	467
June 30, 1898, .	430	164	594	237	15	58	130	144	51,602	49	535
June 30, 1899, .	505	85	590	192	28	91	118	161	51,881	63	527
June 30, 1900, .	445	85	530	169	22	55	89	196	53,045	51	479

\* Including engine and car accidents.

Returning again to the defective population, we next bring together, in a single table, defectives other than the lame and maimed (excluding also, as previously stated, those afflicted only with acute or chronic diseases or merely deaf and dumb). In this table, the defective persons are presented by sex, the causes of the defects being classified under four general heads.

SEX AND CAUSES OF DEFECTIVE CONDITION.	Blind	Deaf	Dumb	Epileptic	Idiotic	Insane	Other Defectives including Bedridden and Paralytic
<b>MALES.</b>	2,267	1,939	99	704	1,114	3,251	2,821
Congenital or hereditary, . . .	190	165	37	106	715	389	299
Intemperance, entirely or partly, . .	9	3	-	11	3	599	56
Industrial conditions, definitely stated,	150	60	-	14	9	108	346
Other causes, chiefly diseases, . .	1,918	1,711	52	573	387	2,185	2,160
<b>FEMALES.</b>	1,716	2,668	56	471	754	4,050	2,165
Congenital or hereditary, . . .	157	212	21	38	470	559	188
Intemperance, entirely or partly, . .	2	1	-	1	2	191	12
Industrial conditions, definitely stated,	118	42	-	4	3	112	239
Other causes, chiefly diseases, . .	1,439	2,413	35	428	279	3,188	1,726
<b>BOTH SEXES.</b>	3,983	4,607	145	1,175	1,868	7,301	4,986
Congenital or hereditary, . . .	347	377	58	144	1,185	948	457
Intemperance, entirely or partly, . .	11	4	-	12	5	790	68
Industrial conditions, definitely stated,	268	102	-	18	12	220	585
Other causes, chiefly diseases, . .	3,357	4,124	87	1,001	666	5,873	3,876

Considering each class separately, we find included in this table 3,983 blind; 4,607 deaf; 145 dumb (not also deaf); 1,175 epileptic; 1,868 idiotic; 7,301 insane; and 4,986 victims of other defects (not stated) including the bedridden and paralytic. It would perhaps be supposed that with respect to nearly all these classes industrial conditions

as a cause of the defect would not be so important as among the lame and maimed. This is, in fact, shown by the figures. Among the blind only 268, of the deaf, 102, of the epileptic, 18, of the idiotic, 12, and of the insane, 220, definitely state that industrial conditions, by which are meant conditions inseparable from the employment of the person, caused the defect.

Of those having other defects, including the bedridden and paralytic, 585 attribute the disability to industrial conditions. Expressed in terms of percentages, in order that proportions may be more clearly seen, the figures show that among the blind, 6.73 per cent; of the deaf, 2.21 per cent; of the epileptic, 1.53 per cent; of the idiotic, 0.64 per cent; of the insane, 3.01 per cent; and of those having other defects, including the bedridden and paralytic, 11.73 per cent definitely state that industrial conditions led to the defect.

Of the four general causes stated, diseases (of various kinds) were the direct cause in by far the largest number of instances. Indirectly, no doubt, industrial conditions may have led to the disease in a certain number of cases, but this cannot be determined by the returns, which deal only with the direct cause.

The female defectives, whose defect is traceable to industrial causes, are most numerous among the blind, such females numbering 118, as against 150 males; among the insane, numbering 112, as compared with 108 males; and among those having "other defects," i.e., defects not specifically mentioned, including 239 females, compared with 346 males. Expressed in aggregates, including all defects (which involves, it will be remembered, a certain amount of duplications of persons), out of 24,065 instances cited in the table, 1,205, or 5.01 per cent, are definitely attributable to industrial conditions. Of the 24,065 instances, there are 12,185 among males and 11,880 among females. We may point out in passing that of the four general causes shown in the table, leading to defects which, as distinguished from lameness or maiming, are to be considered as involving distinct physical deterioration greater or less, diseases of various kinds (the nature of which is not stated, nor the cause of the disease), directly induced the largest number of cases under each head, except idiocy, in which congenital or hereditary causes far outrank the others. Next to diseases industrial conditions caused the largest number of instances in the class termed "other defectives," meaning victims of defects other than those specifically named in the table, including the bedridden and paralytic; congenital or hereditary causes ranking next to disease, and outnumbering industrial causes, among the blind, the deaf, the epileptic, and the insane. Among the insane, indeed, intemperance ranks as a prominent cause, the number of cases thus induced outranking the cases caused by industrial conditions more than three to one, this cause, in this class of defectives, ranking third, disease and congenital or hereditary causes ranking, respectively, first and second. Among the

idiotic, industrial conditions are, as appears from the figures previously cited, of little account as a direct cause, whatever effect they may possibly have had being secondary, operating upon the parent, the result appearing in the defective person as a congenital cause of the defect.

The industrially defective population, that is to say, the persons who by reason of physical defects are unable to work, and thus become incapable of self-support, unless protected by insurance against the defect become a charge upon the industrially effective. This charge is met either by contributions from the family to which the defective person belongs, by public or private charity, or from other sources of aid. This opens up another side of the subject which deserves brief consideration. Referring again to the lame and maimed, including, as in the first table, only those who have incurred the disability through the discharge of duty in some industrial occupation, we show in the following table their means of support, classified.

MEANS OF SUPPORT.	LAME			MAIMED		
	Males	Females	Both Sexes	Males	Females	Both Sexes
By self-support entirely, . . . . .	767	95	862	1,184	28	1,212
By pension entirely, . . . . .	8	-	8	7	-	7
By family and relatives entirely, . . . . .	100	127	227	78	23	101
By public charity entirely, . . . . .	71	32	103	56	1	57
By private charity entirely, . . . . .	43	23	66	30	1	31
By self-support supplemented by:						
Pension only, . . . . .	18	1	19	18	-	18
Family and relatives, . . . . .	25	3	28	20	1	21
Public charity only, . . . . .	15	3	18	6	2	8
Private charity only, . . . . .	8	4	12	7	-	7
Miscellaneous forms of aid, . . . . .	29	3	32	31	1	32
By family and relatives supplemented by:						
Pension only, . . . . .	-	1	1	2	1	3
Public charity only, . . . . .	-	-	-	1	-	1
Private charity only, . . . . .	1	1	2	2	-	2
By miscellaneous form of aid only, . . . . .	10	1	11	9	-	9
TOTALS, . . . . .	1,090	294	1,384	1,451	58	1,509

From this table it appears that so far as these two classes represented in the population of Massachusetts are concerned, the majority are self-supporting notwithstanding the defect. Disregarding differences of sex, 862 out of the 1,384 lame, and 1,212 out of the 1,509 maimed are included under this head. Of the lame, 227 others, and of the maimed, 101 others are entirely supported by their families and relatives. Those dependent entirely upon public charity numbered 103 among the lame, and 57 among the maimed, while 66 others among the lame and 31 others among the maimed depend entirely upon private charity. Public and private charity either entirely or supplementing personal resources and aid received from family and relatives enters into the support of 201 among the lame and of 106 among the maimed. That is, to express the facts in the form of



proportions, about 12 persons in every 100 among the lame and about six in every 100 among the maimed are dependent for support entirely upon public or private charity, while between two and three others in every 100 among the lame and about one other in every 100 among the maimed are partly thus dependent.

A similar table shows the means of support of the defectives included in the groups shown in the table presented on page 6.

SEX AND MEANS OF SUPPORT.	Blind	Deaf	Dumb	Epileptic	Idiotic	Insane	Other Defectives including Bedridden and Paralytic
<b>MALES.</b>	2,267	1,939	89	704	1,114	3,251	2,821
By self-support entirely, . . . . .	1,240	1,485	15	136	124	307	1,321
By pension entirely, . . . . .	57	29	-	8	-	20	96
By family and relatives entirely, . . . . .	440	150	57	255	386	165	722
By public charity entirely, . . . . .	275	90	5	186	467	2,005	313
By private charity entirely, . . . . .	68	20	8	66	77	120	93
By self-support supplemented by:							
Pension only, . . . . .	48	78	-	7	2	4	95
Family and relatives, . . . . .	49	26	-	13	27	7	66
Public charity only, . . . . .	16	15	-	5	2	4	12
Private charity only, . . . . .	18	21	2	9	14	6	29
Miscellaneous forms of aid, . . . . .	8	8	-	16	2	6	6
By family and relatives supplemented by:							
Pension only, . . . . .	15	4	1	5	-	2	20
Public charity only, . . . . .	6	7	1	2	3	-	17
Private charity only, . . . . .	4	-	-	-	1	1	7
By miscellaneous forms of aid only, . . . . .	23	6	-	1	10	4	24
<b>FEMALES.</b>	1,716	2,668	56	471	754	4,050	2,165
By self-support entirely, . . . . .	504	1,114	6	45	54	376	587
By pension entirely, . . . . .	11	16	-	-	-	5	10
By family and relatives entirely, . . . . .	822	1,841	43	221	304	398	1,150
By public charity entirely, . . . . .	226	71	4	157	345	3,061	209
By private charity entirely, . . . . .	85	40	3	20	37	178	124
By self-support supplemented by:							
Pension only, . . . . .	5	6	-	1	-	-	-
Family and relatives, . . . . .	17	29	-	6	3	3	17
Public charity only, . . . . .	13	6	-	-	4	6	3
Private charity only, . . . . .	13	24	-	9	3	11	22
Miscellaneous forms of aid, . . . . .	1	7	-	3	1	3	7
By family and relatives supplemented by:							
Pension only, . . . . .	5	2	-	-	-	-	5
Public charity only, . . . . .	4	6	-	1	3	1	11
Private charity only, . . . . .	1	3	-	-	-	-	3
By miscellaneous forms of aid only, . . . . .	9	3	-	8	-	8	17
<b>BOTH SEXES.</b>	3,983	4,607	145	1,175	1,868	7,301	4,986
By self-support entirely, . . . . .	1,744	2,599	21	181	178	683	1,908
By pension entirely, . . . . .	68	45	-	8	-	25	106
By family and relatives entirely, . . . . .	1,262	1,491	100	476	690	563	1,872
By public charity entirely, . . . . .	501	161	9	343	812	5,666	522
By private charity entirely, . . . . .	153	60	11	86	114	298	217
By self-support supplemented by:							
Pension only, . . . . .	53	84	-	8	2	4	95
Family and relatives, . . . . .	66	55	-	19	30	10	83
Public charity only, . . . . .	29	21	-	5	6	10	15
Private charity only, . . . . .	31	45	2	18	17	17	51
Miscellaneous forms of aid, . . . . .	9	15	-	19	3	9	13

SEX AND MEANS OF SUPPORT.	Blind	Deaf	Dumb	Epileptic	Idiotic	Insane	Other Defectives including Bedridden and Paralytic
<b>BOTH SEXES—Con.</b>							
By family and relatives supplemented by:							
Pension only, . . . . .	20	6	1	5	—	2	25
Public charity only, . . . . .	10	13	1	3	5	1	28
Private charity only, . . . . .	5	3	—	—	1	1	10
By miscellaneous forms of aid only, .	32	9	—	9	10	12	41

It will be seen that marked differences appear between the different classes in this table. Of the blind, disregarding differences of sex, 1,744 out of 3,983 are entirely self-supporting. Of the deaf, 2,599 out of 4,607, and of those having defects not specifically mentioned, classed under the head of "other defectives, including bedridden and paralytic," 1,908 out of 4,986 are included in the entirely self-supporting class. On the other hand, of the dumb, epileptic, idiotic, and insane, not only are the majority without means of self-support, but charity, either public or private or both, is largely drawn upon. Expressed in proportions, the following figures show the approximate number of persons in the 100 in each class who are dependent either wholly or in part upon public or private charity: Blind, 18; deaf, seven; dumb (not deaf also), 16; epileptic, 39; idiotic, 51; insane, 82; other defectives, including bedridden and paralytic, 17.

Up to this point, we have traced the means of support of the different groups for which, in the tables on pages 3 and 6, we could determine the proportionate numbers whose defect was due to industrial causes. Of course, considered as a burden upon the industrially efficient, it makes no difference whether industrial or other causes induced the defect. In the next table we trace the means of support of the lame and maimed who were not injured in connection with their employment.

MEANS OF SUPPORT.	Lame	Maimed	Total
By self-support entirely, . . . . .	2,699	809	3,508
By pension entirely, . . . . .	29	5	34
By family and relatives entirely, . . . . .	2,180	290	2,470
By public charity entirely, . . . . .	313	71	384
By private charity entirely, . . . . .	246	33	279
By self-support supplemented by:			
Pension only, . . . . .	29	13	42
Family and relatives, . . . . .	71	21	92
Public charity only, . . . . .	36	14	50
Private charity only, . . . . .	64	6	70
Miscellaneous forms of aid, . . . . .	77	23	100
By family and relatives supplemented by:			
Pension only, . . . . .	9	1	10
Public charity only, . . . . .	10	2	12
Private charity only, . . . . .	14	3	17
By miscellaneous forms of aid only, . . . . .	59	7	66
TOTALS, . . . . .	5,836	1,298	7,134

Approximately one-half of those included in this table are self-supporting. Support by family and relatives only applies to a considerable number, however, 2,470 out of 7,134 falling under that head, while reference to the preceding table relating to the lame and maimed, injured in their employment, will show but 328 out of 2,893 who were thus supported. Of the aggregate included in the present table, between 11 and 12 in every 100 are dependent upon public or private charity in whole or in part. The next table shows the means of support of the defectives afflicted with acute and chronic diseases and also of the deaf and dumb, who have not been considered in either of the preceding presentations.

MEANS OF SUPPORT.	Persons having Acute Diseases	Persons having Chronic Diseases	Deaf and Dumb
By self-support entirely, . . . . .	1,188	6,449	382
By pension entirely, . . . . .	4	267	-
By family and relatives entirely, . . . . .	942	4,886	341
By public charity entirely, . . . . .	99	1,001	39
By private charity entirely, . . . . .	84	920	21
By self-support supplemented by:			
Pension only, . . . . .	6	613	-
Family and relatives, . . . . .	48	290	18
Public charity only, . . . . .	47	188	9
Private charity only, . . . . .	44	237	9
Miscellaneous forms of aid, . . . . .	69	282	6
By family and relatives supplemented by:			
Pension only, . . . . .	1	72	-
Public charity only, . . . . .	-	27	3
Private charity only, . . . . .	6	30	1
By miscellaneous forms of aid only, . . . . .	171	264	116
TOTALS, . . . . .	2,708	15,516	945

In each group shown in this table less than one-half the persons are entirely self-supporting.\* Of the others, a considerable number are dependent entirely upon family or relatives. Public and private charity are comparatively small factors in the support of the defectives in these classes. In order that the complete data as to the support of the defective classes in the State may be before the reader, we present a final table relating to soldiers, lame or maimed, the defect having been incurred in war.

MEANS OF SUPPORT.	Lame	Maimed	Total
By self-support entirely, . . . . .	310	236	546
By pension entirely, . . . . .	60	79	139
By family and relatives entirely, . . . . .	7	2	9
By public charity only, . . . . .	4	1	5
By private charity only, . . . . .	3	3	6

\* The term "self-supporting" as used in the tables does not necessarily mean that the person is able to support himself by labor. Of course the nature of the defect would in many cases prevent that. It means, however, that personal resources are sufficient for self-support.

MEANS OF SUPPORT.	Lame	Maimed	Total
<b>By self-support supplemented by:</b>			
Pension only, . . . . .	160	91	251
Family and relatives, . . . . .	2	1	3
Public charity only, . . . . .	4	3	7
Private charity only, . . . . .	2	-	2
Miscellaneous forms of aid, . . . . .	11	9	20
<b>By family and relatives supplemented by:</b>			
Pension only, . . . . .	14	7	21
Private charity only, . . . . .	1	-	1
<b>By miscellaneous forms of aid only, . . . . .</b>	<b>8</b>	<b>1</b>	<b>9</b>
<b>TOTALS, . . . . .</b>	<b>586</b>	<b>433</b>	<b>1,019</b>

This table includes 1,019 instances of lameness or maiming among soldiers, living in Massachusetts, who were injured in war. The lame number 586 and the maimed, by loss of some organ, not merely resulting in lameness, number 433. The policy of Massachusetts, expressed in law, does not permit such persons to become paupers. It furnishes in case of need State aid and military relief, rather in the nature of a pension than of pauper relief, and provides means for aiding needy soldiers outside of pauper institutions. Public or private charity, it will be seen, is instanced as a means of support in very few of the cases covered by the table. Out of the 1,019 cases included in the total, 546 are returned

## DISTRIBUTION OF THE INDUSTRIAL POPULATION OF MASSACHUSETTS.

The growth of the population of Massachusetts, as shown by the statistics of the census of 1900, reflects the industrial prosperity of the Commonwealth, and illustrates how closely the increase in population is

CLASSIFICATION OF CITIES AND TOWNS, HAVING POPULATION OVER 2,500 IN 1900, ACCORDING TO INDUSTRIAL PROMINENCE.	NATIVE BORN			FOREIGN BORN			WHITE POPULATION Native White-Native Parents	
	Males	Fe- males	Both Sexes	Males	Fe- males	Both Sexes	Males	Fe- males
<b>1 Agriculture.</b>	3,416	3,640	7,056	667	709	1,376	2,561	2,728
<b>2 Agawam, . . . . .</b>	1,025	960	1,985	289	262	551	614	551
<b>3 Nantucket, . . . . .</b>	1,207	1,532	2,739	92	175	267	994	1,241
<b>4 Westport, . . . . .</b>	1,184	1,148	2,332	286	272	558	953	936
<b>5 Fisheries, The.</b>	14,739	14,667	29,406	6,609	5,089	11,698	8,905	8,785
<b>6 Dartmouth, . . . . .</b>	1,532	1,396	2,928	406	335	741	1,185	1,097
<b>7 Fairhaven, . . . . .</b>	1,870	1,598	2,968	285	314	599	1,067	1,266

as self-supporting. There are 139 returned as supported entirely by pension, and the pension supplements personal resources as a necessary element in support in 251 other cases, and appears as a factor of necessary support in 21 additional cases. The figures should not be understood as showing the number of lame or maimed soldiers who receive pensions. The fact of a pension was merely incidental to the general inquiry, and was not returned unless a necessary element in the support of the person. It should also be remembered that the table includes only the lame or maimed soldiers. Those afflicted with acute or chronic diseases, etc., are included in the tables under the class head which applies to the defect.

For all the physically defective classes, considered as an aggregate, without discriminating as to sex, kind of defect, or cause of the same, the figures in the foregoing table permit the following summary: Total number of instances of defective condition, 54,280; entirely self supporting, 21,461; supported entirely by family and relatives, 15,430; wholly dependent on public or private charity, 12,048; partly dependent on public or private charity, 1,157; otherwise supported, *i.e.*, partly by self, partly by family and relatives, partly by pension, etc., or by various forms of aid separately and in combination, 4,184. The defectives whose condition was definitely determined from the returns as due to industrial causes \* constitute approximately 12 per cent of the aggregate.

connected with the prosperity of the employes in our manufacturing establishments. The following table presents the population figures for the cities and towns having a population in excess of 2,500, classified under certain industrial heads, showing also the composition of the population, for instance, native born and foreign born, and discriminated as to color, based upon the advance figures of the national census office.

WHITE POPULATION						COLORED POPULATION					
<i>Native White-Foreign Parents</i>		<i>Foreign White</i>		<i>Total White</i>		<i>Negro</i>		<i>Chinese, Japanese, and Indians</i>		<i>Total Colored</i>	
Males	Fe-males	Males	Fe-males	Males	Fe-males	Males	Fe-males	Males	Fe-males	Males	Fe-males
835	871	648	709	4,044	4,308	37	41	2	-	39	41
406	406	289	262	1,309	1,219	5	3	-	-	5	3
203	255	90	175	1,287	1,671	10	36	2	-	12	36
226	210	269	272	1,448	1,418	22	2	-	-	22	2
5,734	5,782	6,510	6,069	21,149	19,626	162	130	37	-	199	130
828	280	372	328	1,885	1,705	58	26	-	-	58	26
284	312	281	314	1,632	1,592	21	20	2	-	23	20

\* Including, it will be remembered, the following classes only: Lame; maimed; blind; deaf (not dumb); dumb (not deaf); epileptic; idiotic; insane; other defectives, including bedridden and paralytic, but not including victims of acute and chronic diseases only or the deaf and dumb only.

	CLASSIFICATION OF CITIES AND TOWNS, HAVING POPULATION OVER 2,500 IN 1900, ACCORDING TO INDUSTRIAL PROMINENCE.	NATIVE BORN			FOREIGN BORN			WHITE POPULATION	
		Males	Fe- males	Both Sexes	Males	Fe- males	Both Sexes	Native White-Native Parents	Fe- males
Fisheries, The — Con.									
1	Falmouth, . . . . .	1,502	1,479	2,981	251	268	519	1,275	1,250
2	GLOUCESTER, . . . . .	8,815	8,888	17,838	5,127	3,641	8,768	4,709	4,386
3	Provincetown, . . . . .	1,520	1,656	3,176	540	581	1,071	669	787
Manufactures.									
Boots and Shoes.									
4	Abington, . . . . .	133,786	141,075	274,861	38,641	42,050	80,691	82,798	87,386
5	Athol, . . . . .	1,954	1,967	3,921	275	293	568	1,416	1,437
6	Beverly, . . . . .	2,956	3,119	6,075	501	486	986	2,232	2,485
7	Braintree, . . . . .	5,415	5,655	11,070	1,195	1,619	2,814	3,941	4,124
8	Braintree, . . . . .	2,297	2,484	4,781	588	662	1,250	1,543	1,608
9	BROCKTON, . . . . .	15,375	15,304	30,579	4,658	4,826	9,484	9,552	9,509
10	Brookfield, . . . . .	1,228	1,247	2,470	341	281	592	726	766
11	Danvers, . . . . .	3,366	3,408	6,669	848	1,025	1,873	2,061	2,174
12	Frammingham, . . . . .	4,223	4,688	8,911	1,080	1,811	2,891	2,543	2,843
13	HAVENHILL, . . . . .	13,616	15,029	28,645	4,077	4,483	8,560	8,845	9,811
14	Hudson, . . . . .	2,037	2,192	4,229	617	606	1,225	1,173	1,258
15	LYNN, . . . . .	24,935	25,836	50,771	8,365	9,377	17,742	15,095	15,357
16	Marblehead, . . . . .	3,168	3,441	6,609	378	595	973	2,633	2,708
17	MARLBOROUGH, . . . . .	4,939	5,359	10,298	1,633	1,678	3,311	2,366	2,500
18	Middleborough, . . . . .	2,833	3,082	5,965	450	470	920	2,338	2,508
19	Milford, . . . . .	4,041	3,963	8,004	1,934	1,408	3,342	1,946	1,933
20	Natick, . . . . .	3,722	3,988	7,710	862	916	1,778	2,118	2,257
21	NEWBURYPORT, . . . . .	5,489	6,126	11,615	1,269	1,594	2,863	3,663	4,148
22	North Brookfield, . . . . .	1,810	1,901	3,711	450	426	876	969	983
23	Randolph, . . . . .	1,643	1,684	3,327	319	347	666	977	983
24	Rockland, . . . . .	2,230	2,301	4,531	374	422	796	1,468	1,517
25	SALEM, . . . . .	12,011	12,043	24,054	5,033	5,899	10,932	6,040	6,768
26	Spencer, . . . . .	2,966	3,047	6,013	830	784	1,614	1,329	1,322
27	Stoneham, . . . . .	2,386	2,567	4,953	647	607	1,254	1,005	1,142
28	Stoughton, . . . . .	2,059	2,202	4,261	573	608	1,181	1,209	1,237
29	Weymouth, . . . . .	4,642	4,837	9,479	912	938	1,845	3,125	3,355
30	Whitman, . . . . .	2,600	2,640	5,240	432	483	915	1,845	1,917
Carriages and Wagons.									
31	Amesbury, . . . . .	3,867	3,658	7,525	1,206	1,242	2,448	1,965	2,156
32	Amesbury, . . . . .	3,867	3,658	7,525	1,206	1,242	2,448	1,965	2,156
Food Preparations.									
33	CAMBRIDGE, . . . . .	51,812	54,019	105,831	22,099	25,599	47,698	24,614	25,333
34	CAMBRIDGE, . . . . .	30,872	31,048	61,420	14,105	16,361	30,466	12,688	12,532
35	SOMERVILLE, . . . . .	21,440	22,971	44,411	7,994	9,238	17,232	11,926	12,731
Jewelry.									
36	Attleborough, . . . . .	7,716	8,140	15,856	2,563	2,859	5,452	4,455	4,772
37	Attleborough, . . . . .	3,971	4,127	8,098	1,549	1,688	3,237	2,284	2,386
38	North Attleborough, . . . . .	2,643	2,824	5,467	813	973	1,786	1,390	1,525
39	Wrentham, . . . . .	1,102	1,189	2,291	231	198	429	772	861
Leather.									
40	Peabody, . . . . .	11,877	12,470	24,347	4,192	4,486	8,678	5,825	6,234
41	Peabody, . . . . .	4,282	4,371	8,653	1,428	1,442	2,870	2,233	2,266
42	Winchester, . . . . .	2,540	2,740	5,280	846	1,122	1,968	1,474	1,625
43	Woburn, . . . . .	5,055	5,359	10,414	1,918	1,922	3,840	2,118	2,333
Metals and Metallic Goods and Machinery.									
44	Hyde Park, . . . . .	85,132	91,187	176,319	33,821	34,600	68,481	44,313	48,028
45	Hyde Park, . . . . .	4,713	4,726	9,439	1,910	1,895	3,805	2,452	2,389
46	NORTHAMPTON, . . . . .	6,097	8,048	14,145	2,197	2,301	4,498	3,124	4,062
47	Orange, . . . . .	2,339	2,399	4,738	425	357	782	1,894	1,934
48	SPRINGFIELD, . . . . .	22,881	24,797	47,678	6,735	7,646	14,381	13,209	14,177
49	WALTHAM, . . . . .	7,810	8,976	16,786	2,972	3,723	6,695	4,163	4,824
50	Wareham, . . . . .	1,360	1,404	2,764	432	236	668	1,104	1,138
51	WORCESTER, . . . . .	39,932	40,837	80,769	19,150	18,502	37,652	18,367	18,894

WHITE POPULATION						COLORED POPULATION					
<i>Native White-Foreign Parents</i>		<i>Foreign White</i>		<i>Total White</i>		<i>Negro</i>		<i>Chinese, Japanese, and Indians</i>		<i>Total Colored</i>	
Males	Fe- males	Males	Fe- males	Males	Fe- males	Males	Fe- males	Males	Fe- males	Males	Fe- males
199	198	237	259	1,711	1,707	39	40	3	-	42	40
4,088	4,137	5,092	3,639	13,889	12,161	21	18	32	-	53	18
835	855	628	519	2,082	2,161	28	26	-	-	28	26
50,023	52,808	38,212	41,888	171,088	181,902	1,045	1,150	349	13	1,394	1,163
536	527	272	292	2,224	2,286	1	4	4	-	5	4
608	630	495	485	3,445	3,600	5	4	7	-	12	4
1,456	1,508	1,178	1,615	6,575	7,247	28	27	12	-	36	27
742	823	581	602	2,866	3,088	14	8	5	-	19	8
5,572	5,641	4,609	4,824	19,738	19,974	154	156	46	-	200	156
496	479	387	251	1,559	1,406	2	2	3	-	5	2
1,179	1,224	844	1,024	4,104	4,422	4	6	6	-	10	6
1,661	1,831	1,070	1,306	5,374	5,979	18	20	11	-	29	20
4,592	5,029	4,029	4,450	17,466	19,290	181	192	46	-	227	192
859	928	612	608	2,644	2,794	5	6	5	-	10	6
9,541	10,201	8,218	9,252	32,854	34,810	388	401	63	2	446	403
626	719	374	594	3,533	4,021	8	15	5	-	13	15
2,567	2,848	1,619	1,678	6,542	7,021	15	16	15	-	30	16
521	547	441	469	3,300	3,519	27	33	6	-	33	33
2,083	2,048	1,927	1,407	5,956	5,888	11	13	8	-	19	13
1,576	1,680	859	914	4,553	4,881	29	23	2	-	31	23
1,796	1,911	1,264	1,594	6,723	7,653	30	67	5	-	35	67
833	910	448	426	2,250	2,319	7	8	3	-	10	8
665	700	314	347	1,956	2,080	1	1	5	-	6	1
759	780	371	422	2,598	2,719	2	4	4	-	6	4
5,896	6,198	4,990	5,860	16,928	18,821	68	88	48	3	116	91
1,686	1,721	836	784	3,790	3,828	2	3	4	-	6	3
770	794	643	606	3,018	3,152	9	12	6	-	15	12
782	868	566	608	2,617	2,803	5	4	10	3	15	7
1,497	1,563	902	933	5,524	5,761	21	19	9	-	30	19
723	705	423	478	3,001	3,100	20	18	11	5	31	23
1,393	1,487	1,198	1,242	4,556	4,885	8	15	9	-	17	15
1,393	1,487	1,198	1,242	4,556	4,885	8	15	9	-	17	15
25,470	26,879	21,727	25,257	71,811	77,499	1,913	2,115	187	4	2,100	2,119
16,080	16,701	13,795	16,129	42,513	45,362	1,845	2,048	119	4	1,964	2,047
9,440	10,178	7,932	9,228	29,298	32,137	68	72	68	-	136	72
3,163	3,274	2,566	2,852	10,183	10,898	97	96	29	5	126	101
1,639	1,694	1,537	1,681	5,460	5,761	57	54	13	-	70	54
1,216	1,262	802	973	3,417	3,760	27	32	12	5	39	37
317	318	227	198	1,316	1,377	13	10	4	-	17	10
5,853	6,026	4,165	4,471	15,843	16,721	204	235	22	-	226	235
2,038	2,085	1,421	1,440	5,687	5,791	16	22	7	-	23	22
1,014	1,042	885	1,112	3,823	3,779	57	83	6	-	63	83
2,806	2,899	1,909	1,919	6,833	7,161	131	130	9	-	140	130
39,755	41,844	33,437	34,619	117,505	124,491	1,233	1,355	215	1	1,448	1,356
2,201	2,294	1,891	1,889	6,544	6,572	67	49	12	-	79	49
2,931	3,322	2,184	2,301	8,239	10,285	44	64	11	-	55	64
445	464	422	357	2,761	2,755	-	1	3	-	3	1
9,237	10,062	6,674	7,637	29,120	31,866	445	576	51	1	496	577
3,629	4,114	2,945	3,720	10,737	12,668	20	31	25	-	45	31
246	247	290	213	1,640	1,603	150	37	2	-	152	37
21,066	21,351	19,031	18,497	58,464	59,742	507	597	111	-	618	597

	CLASSIFICATION OF CITIES AND TOWNS HAVING POPULATION OVER 2,500 IN 1900, ACCORDING TO INDUSTRIAL PROMINENCE.	NATIVE BORN			FOREIGN BORN			WHITE POPULATION <i>Native White-Native Parents</i>	
		Males	Fe- males	Both Sexes	Males	Fe- males	Both Sexes	Males	Fe- males
	<b>Manufactures — Con.</b>								
1	<i>Paper.</i>	23,451	25,237	48,688	11,822	13,294	25,116	9,382	10,218
2	Dalton, . . . . .	1,197	1,363	2,560	199	255	454	684	778
3	HOLYOKE, . . . . .	12,978	13,813	26,791	8,766	10,156	18,921	3,771	3,865
4	Lee, . . . . .	1,425	1,569	2,994	301	301	602	830	882
5	Montague, . . . . .	2,202	2,145	4,347	969	844	1,803	1,005	961
6	Pepperell, . . . . .	1,496	1,489	2,985	300	356	716	938	926
7	South Hadley, . . . . .	1,408	1,999	3,407	538	581	1,119	697	1,201
8	West Springfield, . . . . .	2,745	2,859	5,604	699	802	1,501	1,457	1,665
9	<i>Rubber and Elastic Goods.</i>	13,182	13,559	26,741	6,231	6,708	12,938	6,249	6,355
10	CHELSEA, . . . . .	11,858	11,511	22,869	5,400	5,893	11,293	5,334	5,394
11	Easthampton, . . . . .	1,824	2,048	3,872	531	900	1,731	915	961
12	<i>Stone.</i>	9,720	9,819	19,539	4,615	4,837	8,952	4,765	4,873
13	QUINCY, . . . . .	8,087	8,200	16,287	3,906	3,756	7,662	3,716	3,827
14	Rockport, . . . . .	1,683	1,619	3,302	709	581	1,290	1,049	1,046
15	<i>Textiles.</i>	160,718	180,726	350,444	110,566	118,608	229,174	68,663	73,654
16	Adams, . . . . .	3,274	3,484	6,758	2,178	2,198	4,376	1,389	1,392
17	Andover, . . . . .	2,446	2,483	4,929	833	1,061	1,894	1,405	1,373
18	CHICOPEE, . . . . .	5,859	5,669	11,028	4,049	4,090	8,139	1,841	1,964
19	Chilton, . . . . .	3,967	4,196	8,163	2,720	2,784	5,504	1,299	1,386
20	Dracut, . . . . .	1,100	1,076	2,176	565	512	1,077	517	479
21	Dudley, . . . . .	1,146	1,103	2,248	651	654	1,305	383	376
22	FALL RIVER, . . . . .	26,675	28,146	54,821	23,585	26,467	50,042	6,913	7,387
23	FITCHBURG, . . . . .	10,187	10,427	20,614	5,370	5,547	10,917	4,954	4,984
24	Grafton, . . . . .	1,623	1,730	3,353	693	823	1,516	843	867
25	Ipswich, . . . . .	1,626	1,758	3,384	562	712	1,274	1,164	1,280
26	LAWRENCE, . . . . .	16,460	17,522	33,982	13,903	14,774	28,577	5,114	5,353
27	Leicester, . . . . .	1,258	1,293	2,551	446	419	865	635	640
28	LOWELL, . . . . .	25,713	28,282	53,995	19,236	21,738	40,974	9,721	11,107
29	Ludlow, . . . . .	1,014	969	1,983	750	803	1,553	535	513
30	Methuen, . . . . .	2,336	2,427	4,763	1,366	1,333	2,749	1,128	1,220
31	Millbury, . . . . .	1,604	1,680	3,284	560	616	1,176	726	756
32	Monson, . . . . .	1,286	1,451	2,737	352	313	665	860	970
33	NEW BEDFORD, . . . . .	17,493	19,420	36,913	12,213	13,316	25,529	7,666	8,326
34	NORTH ADAMS, . . . . .	8,373	9,006	17,379	3,456	3,865	6,821	4,034	4,381
35	North Andover, . . . . .	1,445	1,491	2,936	661	646	1,307	725	713
36	Northbridge, . . . . .	2,132	1,856	3,988	1,722	1,326	3,048	819	715
37	Palmer, . . . . .	2,432	2,589	5,021	1,400	1,380	2,780	1,168	1,199
38	PITTSFIELD, . . . . .	8,170	9,252	17,422	3,087	2,257	4,344	4,322	4,902
39	Southbridge, . . . . .	3,225	3,332	6,557	1,761	1,707	3,468	1,109	1,170
40	TAUNTON, . . . . .	10,828	11,068	21,896	4,489	4,561	9,140	5,736	5,362
41	Uxbridge, . . . . .	1,349	1,312	2,661	493	445	938	781	766
42	Ware, . . . . .	2,355	2,645	5,000	1,522	1,741	3,263	907	1,021
43	Warren, . . . . .	1,434	1,551	2,985	752	690	1,432	685	735
44	Webster, . . . . .	2,567	2,675	5,242	1,736	1,736	3,502	757	843
45	Westford, . . . . .	842	838	1,675	465	434	949	512	506
46	<i>Miscellaneous.</i>	233,970	237,670	471,640	110,867	120,568	231,435	106,935	106,553
47	Barnstable, . . . . .	1,866	2,107	3,973	159	232	391	1,644	1,817
48	Blackstone, . . . . .	1,844	1,910	3,754	1,023	944	1,967	658	647
49	Boston, . . . . .	180,992	182,771	363,763	93,930	103,199	197,129	73,070	73,128
50	Chelmsford, . . . . .	1,525	1,476	3,001	508	475	983	883	868
51	Easton, . . . . .	1,769	1,818	3,587	659	591	1,250	1,057	1,019
52	Gardner, . . . . .	3,697	3,667	7,364	1,961	1,488	3,449	2,069	1,958
53	Great Barrington, . . . . .	2,302	2,365	4,667	624	563	1,187	1,490	1,499
54	Greenfield, . . . . .	3,161	3,335	6,496	724	707	1,431	2,311	2,222



# DISTRIBUTION OF INDUSTRIAL POPULATION.

17

WHITE POPULATION						COLORED POPULATION					
<i>Natives White-Foreign Parents</i>		<i>Foreign White</i>		<i>Total White</i>		<i>Negro</i>		<i>Chinese, Japanese, and Indians</i>		<i>Total Colored</i>	
Males	Fe- males	Males	Fe- males	Males	Fe- males	Males	Fe- males	Males	Fe- males	Males	Fe- males
13,974	14,907	11,777	13,292	35,133	38,417	94	114	46	-	140	114
498	561	195	255	1,367	1,564	26	24	3	-	29	24
9,192	9,923	8,737	10,155	21,700	23,943	15	25	29	-	44	25
554	645	299	301	1,683	1,823	41	42	2	-	43	42
1,197	1,183	955	844	3,157	2,988	-	1	4	-	4	1
550	557	359	355	1,847	1,838	8	7	1	-	9	7
710	796	535	580	1,942	2,577	-	3	4	-	4	3
1,283	1,242	697	802	3,487	3,649	4	12	3	-	7	12
6,626	6,875	6,107	6,638	18,982	19,866	377	396	54	-	431	396
5,732	5,802	5,293	5,736	16,359	16,932	349	332	50	-	399	332
594	1,073	814	900	2,623	2,931	28	14	4	-	32	14
4,942	4,929	4,586	4,334	14,293	14,136	11	20	31	-	42	20
4,311	4,356	3,881	3,754	11,908	11,937	8	19	27	-	35	19
631	573	705	580	2,385	2,199	3	1	4	-	7	1
99,779	105,483	109,845	118,423	278,287	297,560	1,665	1,719	432	55	1,997	1,774
1,575	2,083	2,171	2,198	5,435	5,673	9	9	8	-	17	9
1,014	1,064	813	1,043	3,232	3,480	44	54	3	-	47	54
3,513	3,699	4,044	4,090	9,898	9,753	4	6	6	-	10	6
2,655	2,799	2,709	2,784	6,663	6,969	13	11	11	-	24	11
581	597	564	511	1,662	1,587	3	1	-	-	3	1
753	718	651	654	1,787	1,748	6	5	3	4	9	9
19,642	20,555	23,506	26,455	50,061	54,397	118	206	81	-	199	206
5,195	5,413	5,348	5,545	15,497	15,942	33	32	27	-	60	32
772	859	690	823	2,305	2,549	9	4	2	-	11	4
458	486	500	710	2,183	2,456	3	14	3	-	6	14
11,298	12,130	13,746	14,773	30,158	32,256	47	40	58	-	105	40
623	652	446	419	1,704	1,711	-	1	-	-	-	1
15,925	17,106	19,177	21,738	44,823	49,951	67	69	59	-	126	69
477	465	750	803	1,762	1,772	2	-	-	-	2	-
1,308	1,197	1,364	1,381	3,696	3,798	5	12	2	-	7	12
877	921	557	616	2,190	2,295	1	1	3	-	4	1
402	463	350	313	1,612	1,746	24	18	2	-	26	18
9,312	9,807	11,924	13,168	28,832	31,801	796	889	78	46	874	935
4,303	4,509	3,441	3,364	11,778	12,314	34	56	17	1	51	57
719	771	657	646	2,101	2,130	1	7	4	-	5	7
1,311	1,139	1,720	1,326	3,850	3,180	2	2	2	-	4	2
1,254	1,383	1,392	1,379	3,814	3,952	12	17	6	-	18	17
3,711	4,210	2,073	2,266	10,106	11,368	136	141	15	-	151	141
2,106	2,143	1,755	1,707	4,970	5,020	10	19	6	-	16	19
5,034	5,143	4,391	4,636	15,151	15,641	149	77	17	1	166	78
560	549	490	445	1,831	1,750	7	7	4	-	11	7
1,446	1,624	1,519	1,741	3,872	4,386	-	-	5	-	5	-
738	810	749	679	2,172	2,224	11	7	3	-	14	7
1,787	1,811	1,823	1,736	4,367	4,395	19	13	7	3	26	16
330	326	465	484	1,307	1,316	-	1	-	-	-	1
121,906	124,981	109,129	119,955	337,030	351,789	6,496	6,421	1,311	23	7,807	6,449
190	241	151	230	1,985	2,288	37	51	3	-	40	51
1,136	1,263	1,018	944	2,862	2,854	-	-	5	-	5	-
102,429	104,508	92,323	102,630	267,822	289,261	5,904	5,687	1,196	22	7,100	5,709
638	606	506	475	2,027	1,951	1	-	5	-	6	-
697	794	658	591	2,412	2,404	14	5	2	-	16	5
1,601	1,682	1,956	1,487	5,626	5,127	26	27	6	1	32	28
751	788	616	563	2,857	2,850	60	78	9	-	69	78
942	1,104	721	707	3,874	4,033	8	9	3	-	11	9

	CLASSIFICATION OF CITIES AND TOWNS HAVING POPULATION OVER 2,500 IN 1900, ACCORDING TO INDUSTRIAL PROMINENCE.	NATIVE BORN			FOREIGN BORN			WHITE POPULATION	
		Males	Fe- males	Both Sexes	Males	Fe- males	Both Sexes	Native White-Native Parents	
								Males	Fe- males
	<b>Manufactures—Con.</b>								
	<i>Miscellaneous—Con.</i>								
1	Holliston, . . . . .	1,013	1,107	2,120	233	245	478	642	722
2	Hopkinton, . . . . .	1,067	1,081	2,148	225	250	475	695	658
3	Lenox, . . . . .	1,120	1,059	2,179	409	354	763	562	507
4	Leominster, . . . . .	4,677	4,888	9,565	1,420	1,407	2,827	2,986	3,099
5	MALDEN, . . . . .	11,493	12,658	24,151	4,206	5,307	9,513	6,381	7,131
6	Mansfield, . . . . .	1,648	1,778	3,426	277	303	580	1,245	1,314
7	Maynard, . . . . .	949	1,000	1,949	590	603	1,193	363	364
8	Plymouth, . . . . .	3,599	3,719	7,318	1,187	1,087	2,274	2,566	2,713
9	Westborough, . . . . .	2,179	2,094	4,273	551	576	1,127	1,396	1,420
10	Westfield, . . . . .	4,857	5,012	9,869	1,219	1,222	2,441	3,142	3,285
11	Williamstown, . . . . .	2,226	1,858	4,084	432	497	929	1,570	1,211
12	Winchendon, . . . . .	1,986	1,967	3,953	530	518	1,048	1,305	1,276
13	<b>Residential.</b>	97,579	104,398	201,977	33,766	39,469	73,235	68,992	63,519
14	Amherst, . . . . .	2,233	2,159	4,392	304	332	636	1,722	1,603
15	Arlington, . . . . .	2,879	3,337	6,216	1,116	1,271	2,387	1,513	1,740
16	Belmont, . . . . .	1,264	1,387	2,651	658	620	1,278	738	814
17	Billerica, . . . . .	1,012	980	1,992	368	415	783	593	531
18	Bridgewater, . . . . .	2,431	1,919	4,350	1,017	439	1,456	1,618	1,330
19	Brookline, . . . . .	6,046	7,353	13,399	2,258	4,278	6,536	3,546	4,284
20	Canton, . . . . .	1,640	1,760	3,399	581	613	1,194	790	792
21	Cohasset, . . . . .	995	1,107	2,102	278	379	657	690	754
22	Concord, . . . . .	2,412	1,774	4,186	852	614	1,466	1,312	1,093
23	Dedham, . . . . .	2,593	2,678	5,271	1,040	1,146	2,186	1,228	1,298
24	East Bridgewater, . . . . .	1,236	1,309	2,545	259	221	480	956	999
25	EVERETT, . . . . .	8,618	8,836	17,454	3,362	3,520	6,882	4,632	4,722
26	Foxborough, . . . . .	1,338	1,399	2,737	282	247	529	954	1,049
27	Franklin, . . . . .	1,785	1,982	3,767	643	607	1,250	1,041	1,180
28	Hardwick, . . . . .	1,050	987	2,037	647	519	1,166	540	471
29	Hingham, . . . . .	1,913	2,177	4,090	428	541	969	1,331	1,528
30	Lexington, . . . . .	1,375	1,497	2,872	462	497	959	923	1,022
31	Manchester, . . . . .	866	909	1,775	314	433	747	596	615
32	Medfield, . . . . .	990	1,097	2,087	323	516	839	784	856
33	MEDFORD, . . . . .	6,731	7,186	13,917	2,033	2,294	4,327	4,122	4,427
34	Medway, . . . . .	1,156	1,108	2,264	245	252	497	744	730
35	MELROSE, . . . . .	4,714	5,324	10,038	1,225	1,699	2,924	3,250	3,694
36	Milton, . . . . .	2,267	2,471	4,738	736	1,104	1,840	1,389	1,455
37	Needham, . . . . .	1,331	1,346	2,677	693	646	1,339	649	683
38	NEWTON, . . . . .	10,882	12,637	23,519	4,152	5,916	10,068	6,449	7,658
39	Norwood, . . . . .	1,989	1,994	3,983	789	708	1,497	1,017	1,035
40	Oxford, . . . . .	1,102	1,062	2,164	234	249	483	605	712
41	Reading, . . . . .	1,943	2,171	4,114	376	479	855	1,478	1,642
42	Revere, . . . . .	3,705	3,773	7,478	1,397	1,520	2,917	1,973	1,966
43	Saugus, . . . . .	1,987	2,050	4,037	519	528	1,047	1,392	1,414
44	Sutton, . . . . .	1,125	1,082	2,207	567	554	1,121	583	566
45	Swampscott, . . . . .	1,753	1,855	3,608	368	572	940	1,313	1,356
46	Templeton, . . . . .	1,487	1,420	2,907	328	254	582	1,045	1,014
47	Tewksbury, . . . . .	1,111	1,030	2,141	806	736	1,542	578	550
48	Wakefield, . . . . .	3,356	3,587	6,943	1,064	1,283	2,347	2,004	2,130
49	Walpole, . . . . .	1,384	1,307	2,691	488	393	881	777	771
50	Watertown, . . . . .	3,311	3,510	6,821	1,447	1,438	2,885	1,737	1,823
51	Wellesley, . . . . .	1,341	2,425	3,766	512	794	1,306	803	1,757
52	Winthrop, . . . . .	2,228	2,393	4,621	595	842	1,437	1,487	1,500
53	Total of specified cities and towns, . . . . .	859,465	900,265	1,759,730	387,695	419,673	807,368	429,422	450,694
54	Total of other cities and towns, . . . . .	99,392	99,900	199,292	20,922	18,034	38,956	75,418	76,730
55	THE STATE, . . . . .	958,857	1,000,165	1,959,022	408,617	437,707	846,324	504,840	527,424

WHITE POPULATION						COLORED POPULATION					
<i>Native White-Foreign Parents</i>		<i>Foreign White</i>		<i>Total White</i>		<i>Negro</i>		<i>Chinese, Japanese, and Indians</i>		<i>Total Colored</i>	
Males	Fe-males	Males	Fe-males	Males	Fe-males	Males	Fe-males	Males	Fe-males	Males	Fe-males
371	385	231	245	1,244	1,352	-	-	2	-	2	-
372	421	225	250	1,292	1,329	-	2	-	-	-	2
521	506	407	354	1,490	1,367	37	46	2	-	39	46
1,658	1,746	1,408	1,407	6,052	6,252	82	43	13	-	45	43
4,941	5,312	4,169	5,269	15,481	17,712	198	253	25	-	218	253
401	461	271	303	1,917	2,078	2	3	6	-	8	3
534	636	590	603	1,537	1,603	-	-	2	-	2	-
969	928	1,182	1,086	4,717	4,727	67	79	2	-	69	79
763	660	542	575	2,701	2,655	16	10	13	5	29	15
1,675	1,686	1,309	1,222	6,026	6,193	40	41	10	-	50	41
601	565	428	496	2,599	2,272	55	83	4	-	59	83
676	687	528	518	2,509	2,481	4	4	3	-	7	4
37,402	39,410	33,407	39,363	129,801	142,292	1,256	1,562	288	13	1,544	1,575
421	436	297	331	2,440	2,370	80	119	17	2	97	121
1,338	1,557	1,106	1,267	3,967	4,564	31	44	7	-	38	44
525	570	655	620	1,918	2,004	1	3	3	-	4	3
415	440	354	404	1,362	1,375	17	20	1	-	18	20
775	577	1,010	439	3,403	2,346	40	12	5	-	45	12
2,458	2,963	2,236	4,266	8,240	11,513	43	118	21	-	64	118
838	950	578	611	2,206	2,353	12	10	3	-	15	10
291	334	274	379	1,255	1,467	15	19	3	-	18	19
1,063	677	848	614	3,223	2,384	37	4	4	-	41	4
1,330	1,351	1,029	1,144	3,587	3,793	36	29	10	2	46	31
278	304	258	221	1,492	1,524	2	6	1	-	3	6
3,709	3,804	3,301	3,497	11,642	12,023	302	332	36	1	338	333
375	346	281	247	1,610	1,642	8	4	2	-	10	4
742	798	640	607	2,423	2,585	2	4	3	-	5	4
509	516	645	519	1,694	1,506	1	-	2	-	3	-
548	600	418	540	2,297	2,668	35	50	9	-	44	50
449	466	459	497	1,331	1,984	3	10	3	-	6	10
266	288	310	433	1,172	1,336	5	6	3	-	8	6
196	237	321	513	1,301	1,606	11	7	1	-	12	7
2,498	2,637	2,009	2,290	8,629	9,354	118	126	17	-	135	126
410	372	243	252	1,397	1,354	1	6	3	-	4	6
1,417	1,572	1,200	1,686	5,867	6,952	59	71	13	-	72	71
843	986	735	1,102	2,967	3,543	33	31	3	1	36	32
668	702	687	646	2,004	1,986	13	6	7	-	20	6
4,243	4,669	4,100	5,905	14,792	18,232	191	314	51	7	242	321
965	950	730	708	2,762	2,693	10	9	6	-	16	9
393	368	234	249	1,322	1,329	14	12	-	-	14	12
463	525	376	479	2,317	2,646	2	4	-	-	2	4
1,719	1,787	1,374	1,517	5,066	5,270	20	23	16	-	36	23
584	625	514	525	2,490	2,564	13	14	3	-	16	14
541	514	566	554	1,690	1,634	1	2	1	-	2	2
424	474	360	570	2,097	2,400	17	27	7	-	24	27
434	403	327	254	1,806	1,671	8	3	1	-	9	3
511	462	304	734	1,393	1,746	23	20	1	-	24	20
1,346	1,439	1,058	1,282	4,408	4,851	6	19	6	-	12	19
603	533	482	392	1,862	1,696	7	4	3	-	10	4
1,556	1,654	1,440	1,436	4,733	4,913	18	35	7	-	25	35
533	556	510	794	1,846	3,207	5	12	2	-	7	12
725	869	538	839	2,800	3,208	16	27	7	-	23	27
416,914	435,556	383,314	418,200	1,229,650	1,304,450	14,498	15,369	3,012	119	17,510	15,488
22,823	22,093	20,687	17,913	118,928	116,736	1,093	1,014	293	184	1,386	1,198
439,737	457,649	404,001	436,113	1,348,578	1,421,186	15,591	16,383	3,305	303	18,896	16,686

In the foregoing 150 cities and towns, no one of which contains less than 2,500 persons, are included, as will be seen, an aggregate population of 2,567,098. Only three of these places, namely, Agawam, Nantucket, and Westport, have so few manufactures that they are classed, in our table, as devoted to agriculture. Five others, Dartmouth, Fairhaven, Falmouth, Gloucester, and Provincetown, are largely interested in the fisheries, and are so classed, rather than as agricultural or manufacturing. All the others are more largely interested in manufacturing than in any other form of industry, and this fact has been a leading if not always the chief factor in their growth. They are roughly classified in the table under certain leading industry heads, but it should not be understood that the industry designation under which any city or town happens to be placed is the only one of importance therein. It is simply a leading industry, in many cases, but not always, the chief industry of the cities and towns grouped under that particular head. With this qualification clearly stated, we may note that the places which we have classed under Boots and Shoes have an aggregate population of 355,552. The single town, Amesbury, classed as engaged in the manufacture of Carriages and Wagons, has a population of 9,473. Under Jewelry, three towns have in the aggregate a population of 21,308. Under Leather, three aggregate 33,025. Seven under Metals and Metallic Goods and Machinery aggregate 244,800. Seven under Paper have a total population of 73,804. Two largely engaged in the production of Rubber and Elastic Goods contain 39,675. Under Stone there are two aggregating 28,491. Under Textiles, 30 places, the total population being 579,618. Under the heading "miscellaneous" which includes a wide variety of industries and handicrafts there are 20 cities and towns shown in the table, the aggregate population of these places being 703,075. In the following table, a comparison is made of the growth in population of each of these manufacturing groups by five year periods since 1875, showing also the percentages of growth from 1875 to 1900.

CLASSIFIED GROUPS OF MANUFACTURING CITIES AND TOWNS (IN EXCESS OF 2,500 POPULATION IN 1900).	1875	1880	1885	1890	1895	1900	Percentage of Increase in 1900 as compared with 1875
Boots and shoes, . . . .	211,162	235,646	261,882	300,205	326,888	355,552	68.38
Carriages and wagons, . . .	3,816	3,855	4,403	9,798	9,986	9,473	148.24
Food preparations, . . . .	69,706	77,602	89,629	110,180	133,843	163,529	120.25
Jewelry, . . . . .	11,619	13,592	15,885	16,870	17,448	21,308	83.39
Leather, . . . . .	20,733	23,761	25,670	28,518	30,835	33,025	59.29
Metals and metallic goods and machinery, . . . . .	113,132	128,668	148,749	180,743	208,465	244,800	116.38
Paper, . . . . .	34,335	42,816	50,895	61,068	67,545	73,804	114.96
Rubber and elastic goods, . .	24,709	25,988	30,000	32,804	36,054	39,675	60.57
Stone, . . . . .	13,635	14,482	16,033	20,810	26,001	28,491	108.95
Textiles, . . . . .	301,908	329,925	365,788	437,701	501,737	579,618	91.98
Miscellaneous manufactures, .	426,585	461,584	487,783	561,067	622,370	703,075	64.81

CLASSIFIED GROUPS OF MANUFACTURING CITIES AND TOWNS (IN EXCESS OF 2,500 POPULATION IN 1900).	1875	1880	1885	1890	1895	1900	Percentage of increase in 1900 as compared with 1875
Other cities and towns (above 2,500 population in 1900), . . .	173,104	187,484	203,583	240,265	281,628	324,748	87.60
All cities and towns (above 2,500 population in 1900), . . . .	1,404,444	1,534,903	1,700,260	1,990,529	2,262,800	2,567,098	82.78
All towns below 2,500 population in 1900, . . . . .	247,468	248,182	241,891	239,414	237,383	238,248	8.73*
THE STATE, . . . . .	1,651,912	1,783,085	1,942,141	2,228,943	2,500,183	2,805,346	69.82

\* Decrease.

Reference to the final column in the foregoing table, showing percentages of growth in 1900 as compared with 1875, brings out at once the remarkable increase in population in towns which have extensive manufactures as compared with the other towns in the State, or with the State at large.

For example, the population of the State, as a whole, in 1875 was 1,651,912; it has increased to 2,805,346 in 1900, the gain amounting to 69.82 per cent. The towns classified under the head of Boots and Shoes in the preceding table have, in the same time, shown an increase in population of 68.38 per cent, an increase approximate to that shown for the State in the aggregate. The single town of Amesbury, classified under the head of Carriages and Wagons, has increased at the rate of 148.24 per cent; some of this increase is due to annexation of part of Salisbury in 1886. The two cities of Cambridge and Somerville, which have miscellaneous manufactures, but which are classified in the table under the head of Food Preparations, owing to the fact that there is a large output in each of these cities from extensive meat packing establishments, show a rate of increase of 120.25 per cent. In the three towns classed under the head of Jewelry, namely, Attleborough, North Attleborough, and Wrentham, the rate of increase is 83.39 per cent. The towns of Peabody and Winchester and the city of Woburn, which are grouped under the head of Leather in the table, show an increase of 59.29 per cent, a rate less than that shown in the State at large, but still a very high rate as compared with conditions obtaining in the towns which have no manufactures, to which we shall hereinafter refer.

In the places classed under the head of Metals and Metallic Goods and Machinery, the rate of increase has been 116.38 per cent; in those largely engaged in the paper industry, the rate is 114.95 per cent. The places classed under the head of Rubber and Elastic Goods, one of which, Chelsea, has also miscellaneous industries, show a growth of 60.57 per cent. The city of Quincy and the town of Rockport, in which the quarrying industry is prominent, show in the aggregate an increase of 108.95 per cent. The textile cities and towns have gained at the rate of

91.98 per cent, and the places classed in the table under the head of miscellaneous manufactures show increases amounting to 64.81 per cent.

The other cities and towns above 2,500 population in 1900, while classed as residential, nevertheless have numerous industrial establishments, and some of the places classed under specific industrial heads have shared in the residential growth in the suburban district near the city of Boston. The towns and cities above the 2,500 population limit, which are not classed as manufacturing, show a percentage of increase since 1875 amounting to 87.60, and the rate of increase in all the cities and towns above the 2,500 limit, considered in the aggregate, is 82.78 per cent.

Below the 2,500 population limit, there are in the State 203 towns. These are mainly agricultural; or, at least, they are so far devoted to agriculture that whatever minor manufacturing exists in them is an insignificant factor in their condition as to population. These towns, as a whole, contained 247,468 persons in 1875, and in 1900 they contained only 238,248, a net decline amounting to 3.73 per cent.

Massachusetts is frequently referred to as densely populated. The census tables show a population per square mile of 348.92 in the State as a whole, based upon an aggregate area of 8,040 square miles of land surface only. The density, however, is confined to the cities and towns which are engaged in manufacturing industries, or which share in the residential growth promoted by the metropolitan city of Boston, which has, itself, extensive miscellaneous industries. The aggregate area of the cities and towns shown in detail in the table, that is to say, those having a population in excess of 2,500 in 1900, is approximately 3,395 square miles, and the population within these places, in the aggregate, shows a density of 756.14 persons per square mile. Outside of these cities and towns there is in the Commonwealth an aggregate area of approximately 4,645 square miles of land surface, more than one-half of the entire area of the State, containing a population of but 238,248 in the aggregate, or an average of but 51.29 persons per square mile.

Every census since 1875 has shown a considerable increase in population upon the territory occupied by the towns above the 2,500 limit in 1900, and, conversely, an almost constant decline in the towns outside this area. Not all of these towns have individually declined, but the decline appears when they are considered in the aggregate. On the other hand, not only is the population increasing rapidly in the towns which have extensive manufactures, but these towns are, as a consequence, becoming more dense within the comparatively limited area which they occupy. There is, of course, at present plenty of room for expansion. The danger of overcrowding, however, lies in the fact that the expansion does not take place in proportion to the outlying unoccupied or sparsely settled land, since in all the larger places, and especially in Boston, the population tends to concentrate in certain districts. Such districts, in the

large cities of the world, if not carefully watched, tend to deteriorate in condition. There is thus a progressive tendency, in municipalities which rise above a certain limit, of density towards the creation of what are popularly known as "slum" districts, especially when the city contains a large proportion of tenement-house residents. This should be carefully guarded against by all who are interested in true municipal progress, in order that the cities of Massachusetts may preserve their present freedom from such conditions.

The next table shows in aggregated figures the native born and foreign born population in the selected cities and towns grouped under manufacturing industry heads\* in the first table, in other cities and towns above the 2,500 population limit,† in all cities and towns above the 2,500 population limit, in all towns below that limit, and in the State at large, with percentages, permitting comparisons for the years 1890 and 1900.

CLASSIFICATION.	NATIVE BORN		FOREIGN BORN		PERCENTAGE OF NATIVE BORN OF TOTAL POPULATION IN EACH GROUP		PERCENTAGE OF FOREIGN BORN OF TOTAL POPULATION IN EACH GROUP	
	1890	1900	1890	1900	1890	1900	1890	1900
Selected industrial cities and towns, . . . .	1,198,181	1,521,291	561,083	721,059	68.11	67.84	31.89	32.16
Other cities and towns above 2,500 population in 1900, .	178,087	238,439	62,178	86,309	74.12	73.42	25.88	26.58
All cities and towns above 2,500 population in 1900, .	1,376,268	1,759,730	623,261	807,368	68.83	68.55	31.17	31.45
All towns below 2,500 population in 1900, . . . .	205,538	199,292	33,876	38,956	85.85	83.65	14.15	16.35
THE STATE, . . . .	1,581,806	1,959,022	657,137	846,324	70.85	69.83	29.35	30.17

The native born population in the selected industrial cities and towns, by which we mean the towns grouped under specific industrial heads in the first table, aggregated 1,198,181 in 1890, rising to 1,521,291 in 1900. The other cities and towns in the first table, being those classed under agriculture, the fisheries, and as residential chiefly, contained a native born population, aggregating 178,087 in 1890, rising to 238,439 in 1900. Thus, in the aggregate, all cities and towns above 2,500 population in 1900 show an increase in native born population from 1,376,268 in 1890 to 1,759,730 in 1900. During the same period, the towns below the 2,500 limit show a decline in native born population from 205,538 to 199,292.

As a matter of numbers, therefore, all the cities and towns in the State above the 2,500 population limit show an increase in native born population during the decade ending in 1900, while the towns below that limit, which, it will be borne in mind, show a decline in total population, also show a decline in native born population. On the other hand, in

\* That is, excluding agricultural, fishery, and residential cities and towns, as classed in that table.

† The cities and towns classed under the heads of "agriculture," "the fisheries," and "residential" in the first table.

these declining towns, the foreign born population has shown an increase from 33,876 in 1890 to 38,956 in 1900, thus following the general increase in the foreign born population which has taken place in the cities and towns above the 2,500 limit, although not equaling the rate of increase.

The exact facts with reference to the composition of the population with respect to the native born and foreign born in each group may be more clearly apprehended by considering the percentages. It is only necessary to cite those relating to the foreign born, as a comprehension of these will bring out also the facts as to the native born. In 1890, in the selected manufacturing cities and towns, the foreign born persons formed 31.89 per cent of the total population; in 1900, such persons formed 32.16 per cent of the total population. In the other cities and towns above the 2,500 limit, the percentage of foreign born of total population, which in 1890 was 25.88, has risen in 1900 to 26.58. The cities and towns above the 2,500 population limit, considered in the aggregate, however, show only a fractional increase in the percentage of persons of foreign birth, these percentages being 31.17 and 31.45 in 1890 and 1900, respectively. In the towns below the 2,500 population limit, the percentage of persons of foreign birth has risen from 14.15 in 1890 to 16.35 in 1900; while in the State, as a whole, the percentage has risen from 29.35 to 30.17.

There can be but one conclusion from these figures, namely, that while the percentage of foreign born has risen in the State as a whole, the proportionate increase has been much greater in the towns which are mainly agricultural and have a population of less than 2,500, than it has been in the other cities and towns, notwithstanding the decline in total population in these smaller places.

In the next table a similar comparison of conditions as to native and foreign born is shown for 1875 and 1900.

CLASSIFICATION.	NATIVE BORN		FOREIGN BORN		PERCENTAGE OF NATIVE BORN OF TOTAL POPULATION IN EACH GROUP		PERCENTAGE OF FOREIGN BORN OF TOTAL POPULATION IN EACH GROUP	
	1875	1900	1875	1900	1875	1900	1875	1900
Selected industrial cities and towns, . . . . .	875,365	1,521,291	355,975	721,059	71.09	67.84	28.91	32.16
Other cities and towns above 2,500 population in 1900, .	137,141	238,439	35,963	86,309	79.22	73.43	20.78	26.57
All cities and towns above 2,500 population in 1900, .	1,012,506	1,759,730	391,938	807,368	72.09	68.55	27.91	31.45
All towns below 2,500 population in 1900, . . . .	220,502	199,292	26,966	38,956	89.10	83.65	10.90	16.35
THE STATE, . . . . .	1,233,008	1,959,022	418,904	846,324	74.64	69.83	25.36	30.17

It is not necessary to recapitulate the figures which are contained in the foregoing table. We point out simply the difference in the percent-



ages of foreign born of total population in each group in 1900 as compared with 1875. In the selected manufacturing cities and towns, this percentage has risen during the 25 years from 28.91 to 32.16; in the other cities and towns above the 2,500 population limit, from 20.78 to 26.57; and in all the cities and towns above the 2,500 population limit, taken as a single group, the percentage of foreign born has risen from 27.91 to 31.45. In the towns below the 2,500 limit, which, it will be remembered, show a net loss in total population of 3.73 per cent, the percentage of foreign of the total population has risen from 10.90 to 16.35. The respective percentages for the State, as a whole, are 25.36 and 30.17.

A comparison of these percentages will show that in the towns which have lost and are losing population, namely, the smaller agricultural towns of the State, the percentage of the foreign born of the total population has not only materially increased during the twenty-five years, but that the increase, proportionately to the total population of these places, has been greater than in the other cities and towns of the State. Nevertheless, in these small towns the population is to-day, as it was in 1875, largely native born, and much more largely native born than in the other cities and towns of the State.

For example, in 1875 about 89 persons in every 100 in these smaller towns were native born, and in 1900 nearly 84 persons in every 100 were native born. On the other hand, in 1900, in the cities and towns chiefly manufacturing, only about 68 persons in every 100 were native born. Of course, these percentages do not take into account the factor of descent. Many of the native born persons have foreign parents, especially in the manufacturing towns, which increases the proportion of the element which in comparatively recent years has contributed to the growth of the population of the State from various sources.

The first table, for example, shows the native born white population of each city and town above the 2,500 limit, divided into two classes, *i.e.*, those having native white parents and those having foreign parents. By combining the latter with the white persons of foreign birth, the aggregate number of white persons of foreign birth or parentage is obtainable. In the specified cities and towns having more than 2,500 population, this aggregate is 1,653,984 out of a total population of 2,567,098, or 64.43 per cent. In the towns below the 2,500 limit, on the other hand, the number of white persons of foreign parentage, although themselves native born, together with those foreign born, aggregates 83,516 in a total population of 238,248, or 35.05 per cent. The corresponding aggregate for the State, as a whole, is 1,737,500 in a total population of 2,805,346, or 61.94 per cent. The table contains figures which will enable anyone interested in the local development of any municipality containing a population in excess of 2,500 to work out a similar comparison.\*

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\* Vol. III. of the State Census of 1895 enables anyone to trace, in detail, the parent nativity of any city or town, by that census.

The persons of foreign birth are, however, rapidly becoming assimilated and taking their place in the social and political, as well as in the industrial life of the State. The presence of this element has been due very largely to the industrial development of the Commonwealth, but that part of it which appears in the smaller towns is due to the taking up of agricultural land by persons of foreign birth. This, in itself, is a desirable thing, and if it could be pushed farther, would be of benefit to the Commonwealth.

## COMPULSORY ARBITRATION IN NEW SOUTH WALES.

In Bulletin No. 20 of this Department, issued in November, 1901, we presented in condensed form a report on Compulsory Arbitration in New Zealand, by Judge Alfred P. Backhouse, a Commissioner appointed by New South Wales to investigate the operation of the New Zealand statute. That Bulletin is now entirely out of print and we are unable to supply copies requested. As New South Wales has since enacted a somewhat similar statute, we therefore condense the points made by Judge Backhouse in his report, and afterward give an abbreviated summary of the law in New South Wales.

*Industrial Unions.\** Judge Backhouse stated, with reference to formation of industrial unions in New Zealand, that the workmen had generally taken advantage of the provisions of the act; employers were backward about doing so. . . . A large percentage of the employers were still unassociated. . . . He had heard of but one case where an employer had asked the assistance of a Board or the Court.

*Boards of Conciliation.* Of these Boards, one being established in each of seven districts in New Zealand, their function being to first deal with disputes and endeavor to settle them, before invoking the action of the Arbitration Court, he said: "It is admitted on all hands that these Boards have not realized the hopes which were expressed by the author of the Act, that they would do the major portion of the work. . . . Even amongst New Zealanders, who believe strongly in the principle of the Act, there are many who question whether these in their present form should be continued. . . . The question as to the capability of the Boards to deal with the matters which come before them, on account of the lack of practical knowledge of the varied subjects presented, has been raised; but with regard to certain members of some Boards, charges are made of a much graver character. It is said, with truth I have no doubt, that there are members who are in the habit of fomenting disputes, . . . and that the vicious system of payment by fees for each sitting is partly responsible. To me it is clear that some members entirely fail to properly appreciate their function, . . . and become partisans out and out, rendering their Boards boards of irritation rather than boards of conciliation. The result of this is, that when a reference has to be made from these Boards to the Court, the parties come to it more antagonistic than they were when the dispute arose. . . . That the thrashing out of the case by the Board is of the greatest assistance to the Court there can be no question; and Mr. Justice Cooper said: 'I should be very sorry if there was any impression in the public mind that the Boards are not a necessary part of the Act. They are very necessary.'" Judge Backhouse pointed out various reasons for the non-success of the Boards, for part of which he held the employers responsible. . . . "The opinion of the majority of those who have really considered the question is in favor of their abolition if their constitution and method are not altered." Judge Backhouse, however, was of the opinion that a large number of those interested would preserve the principle of conciliation before proceeding to compulsion.

\* Industrial Unions are contemplated by the New Zealand Law consisting of at least two employers or seven employes, said unions being registered and forming, for the purposes of the Act, bodies corporate, this being a pre-requisite to proceedings under the Act, initiated by either party to an industrial dispute.

*Court of Arbitration.* Generally the greatest satisfaction is expressed with the constitution of this Court, its proceedings, and its decisions. Some of its awards in certain particulars are found fault with; but this is ascribed to insufficient information before it, and not in any way to the Court's failing to appreciate or not endeavoring to solve the difficult questions put to it . . . The method of payment by the day was open to criticism. . . .

There does not appear to be the same necessity for experts in the particular industry to sit in the Court as there is in the case of the Boards. The functions of the two tribunals are distinct. In the case of the Boards the fact that some of the members had special knowledge would facilitate conciliation. . . .

I do not wish to convey in any way that the Court does not attempt to conciliate; it is always most zealous in doing so, and frequently brings the parties to an agreement. . . . There is one matter about which both sides are very emphatic, viz., the necessity of having a Supreme Court Judge as President of the Court. . . . While, no doubt, the Judges appreciate this expression of confidence in them, most, if not all, of them would like to have nothing to do with the administration of the Act, thinking that it involves them in matters in which it would be much better they should not be concerned. The Court has a wider jurisdiction and greater powers than perhaps any Court in the British dominions. From it there is practically no appeal, as the jurisdiction is so far-reaching, and as long as it acts within its jurisdiction, no Court can restrain it. It hears cases in any way which it prefers, as it is not bound by the ordinary rules of evidence; and it interprets its own awards, and fixes the penalty for any breach. Great are its powers, and equally great are its responsibilities, for on it really depends the successful working of the Act. As long as the Court recognizes its duties to both sides and wisely exercises its wide powers, it will satisfy the people; but once it fails in doing either, it will be looked on as worse than useless. So far, under comparatively easy conditions, it has succeeded in realizing the hopes of its founder.

*Awards and their Enforcement.* So far, with one exception, applications for enforcement have all been against employers. . . . If it were necessary to enforce the awards against the men, and it came to a question of payment by individuals, I have no reason to doubt that the members of the Unions would be quite equal to paying the demands. . . . If a large number of men on either side openly defied the Court, it is difficult to say what would happen, and it might be impossible to deal with them. The same might be said if any large body of individuals took exception to any particular legislation and acted in concert to frustrate its objects. It is sufficient to say that up to the present no such case has arisen in New Zealand.

*Production of Books.* Boards have no power to call for books, but the Court has. This power was not made the subject of any serious objection by any employer to whom Judge Backhouse spoke.

*Effect of the Act on Industrial Prosperity.* With possibly one exception, industries have not been hampered by the provisions of the Act. . . . The boot trade is the exception. . . . It would certainly appear that the conditions imposed have been such that this particular trade has not shared in the general prosperity. . . . In the case of this industry it seems awards have been made which its conditions do not justify. . . .

I would add that I doubt whether New Zealand was ever so prosperous. Her population has increased since the last census in greater proportion than has that of any of the Australian States except two. . . . I do not for one moment say that the Act alone has brought about this happy condition. . . . It may be that the Act has little to do with it, but it does not appear to have retarded it.

*Effect of the Working of the Act upon the General Public.* The effect of the working of the Act has been undoubtedly to make the public pay generally more for the products of an industry which has been regulated by a Board or the Court, when the tariff is high enough, or other conditions occur to prevent foreign competition. I have already pointed out that, in the boot trade, the conditions imposed are such that outside producers are able to leap the tariff fence, and a member of the House of Representatives said to me, "If the present duties are done away with the Act may as well be repealed as far as raising wages in the manufacturing industries is concerned." The coal-mine owners agreed upon an advance in price when the cost of hewing was raised, and the flour-millers acted similarly. Building has become more expensive, and in this trade the contractors at first made very little opposition to the claims for advance in wages, secure as they considered themselves in the ability to pass on the extra cost of construction to those who required their services. Now, however, they are of the opinion that the tendency of the awards is likely to narrow the scope of their business, and they are making efforts to oppose more effectually the demands of the men. Cost of living, particularly rent, is becoming dearer.

*Suggestions as to Amendments.* A suggestion was made to limit the facility with which an appeal could be made to the Boards. A handful of men in any industry has the power and ability to promote strife. There may be no friction between employers and employes, when suddenly a union of seven men is formed; four of these are a majority, and it is possible for them to have the relations between master and men in the whole trade gone into, causing much annoyance, and bringing about the very friction which it was the object of the Act to do away with. . . . The influence of professional agitators should be controlled by allowing no one to appear in an industrial reference unless he is actually engaged in the industry concerned.

*Have Disputes Increased?* Undoubtedly differences have increased; and it stands to reason that in the ordinary course of things they would, when means are provided for dealing with disputes other than

the extreme step of "striking" or "locking out." Many differences are made public, and the Act is set in motion to adjust them, which, under the old state of things, were not of sufficient importance to justify the taking of either of the measures referred to. . . . .

There would certainly appear to be a recognition that the Act has been too freely used; but while there has been this strife, I certainly saw none of that bitterness which is generally engendered by a strike even on a small scale.

*Effect of the Act on the Quantity of Work Done.* Some general complaints were made to me that the effect of unionism (under the Act) was to level down rather than up the work of individual men, and two specific instances were given me, one where it was admitted, and the other where it was probable, that the quantity of work done was purposely restricted.

*Strikes Still Occur.* Such extravagance of expression as "A Land Without Strikes" is calculated to have the effect of rather weakening than strengthening belief in the beneficent effect of the working of the Act. New Zealand has not been free from strikes since 1894. . . . None of these have been of any great magnitude; . . . but to overstate a case is generally to weaken it. As long as labor is not associated there is nothing in the Act to prevent strikes, and where labor is associated, the provisions of the Act to prevent striking or locking out only refers to industrial disputes which have been referred to the Board. . . . It is hardly necessary to point out that the Act makes no attempt to insist on an employer's carrying on his business, or on a man's working under a condition which he objects to. All it says is that, where a Board or the Court has interfered, the business, if carried on at all, shall be carried on in the manner prescribed; if the workman works, he shall work under the conditions laid down.

*General Summary.* Although I have gone fully into matters in which the Act appears to be defective, I wish it to be clearly and unmistakably known that the result of my observations is that the Act has so far, notwithstanding its faults, been productive of good. . . . The Act has prevented strikes of any magnitude, and has, on the whole, brought about a better relation between employers and employes than would exist if there were no Act. It has enabled the increase of wages and the other conditions favorable to the workmen which, under the circumstances of the Colony, they are entitled to, to be settled without that friction and bitterness of feeling which otherwise might have existed; it has enabled employers, for a time at least, to know with certainty the conditions of production. . . . .

The awards generally have been in favor of the workers, and it is therefore easy to understand that the unionists to a man believe in the Act, . . . and the non-unionists, as far as my observation goes, find no fault with it. . . . .

But, while the effects of the Act so far are good, the time has not yet come when it can be said with any certainty that it is a measure which will provide for the solution of all labor troubles. Since it came into operation in New Zealand, everything has been in favor of an increase in the emoluments, and of an amelioration of the conditions of labor, and there cannot be the slightest doubt that wages would have risen if there had been no Act. New Zealand, since the Act has been in force (original Act was passed in 1894, but the first case under it did not arise until the middle of 1896), has been advancing on an ever increasing wave of prosperity, and that prosperity has been largely due to a favorable market for its exports, which last year amounted to £13,246,161; and it must be borne in mind that these exports are of commodities which up to the present have been in no way affected directly by the Act, such as wool, frozen mutton, kauri-gum, etc. The market for most of the manufactures is simply within the Colony, and it is a market largely guarded for the colonial producer. New Zealand has its unemployed difficulty, for there are waistrs in every community, and misfortune comes on some in the best of times, and it deals with any surplus labor from these or other causes by employing it in co-operative works, giving not only employment but facilities for settling on the land, but the supply of skilled labor does not appear to have been too great up to the present. My hope is that depression may be far distant, but when lean years come, as come they must, unless the world's history leads us to a wrong conclusion as to the future, when there will be curtailment instead of expansion, when wages will be cut down, instead of being raised, by the awards; then, and not till then, can any one speak with authority as to whether the principle involved is workable or not. . . . It remains to be seen whether the men will loyally abide by the decision of the Court, or will turn out only the work which they think the wage justifies. If the award is to be accepted only when in favor of one class, if it is to be flouted when it is against that class, the Act had better at once be wiped out of the Statute Book.

The Act adopted in New South Wales in December, 1901, after the report of Judge Backhouse, summarized in the foregoing, had been made to his government, while in general based upon the principles of the act in New Zealand, differs from it in several important particulars.

In the first place, it omits entirely the Boards of Conciliation, and provides only for a Court of Arbitration, consisting of a President, who must be a Judge of the Supreme Court, and two other members, one of

whom represents the employers and the other the employés. The members of this court are appointed by the Governor, the representative of the employers being recommended by a body of delegates from industrial unions of employers, and the representative of the employés by a body of delegates from industrial unions of employés; if, however, either body fails to make such recommendation, the Governor may appoint any person he thinks fit. The tenure of office is for three years, as in New Zealand. The Act covers all industries and employments except domestic service, which is expressly omitted, and includes certain public employés, for example, those working under the Railway Commissioners, the Sydney Harbour Trust Commissioners, the Metropolitan Board of Water Supply and Sewerage, and the Hunter River and District Board of Water Supply and Sewerage.

In order to have standing before the court, industrial unions must be formed, as in New Zealand. The unions of employers, however, are restricted to any person or association of persons, or any incorporated company or association of incorporated companies, or of incorporated companies and persons who or which have in the aggregate throughout the six months next preceding the date of the application for registration employed on an average, taken per month, not less than 50 employés. On the part of the workingmen, any trade union or association of trade unions, or branch thereof, may register. These provisions are slightly different from those in New Zealand, where, in addition to any incorporated company or trade union, any seven workmen or any two employers may, respectively, be registered as unions. Registration as industrial unions, as in New Zealand, is equivalent to the incorporation of the parties, respectively, for the purposes of the Act.

The registrar has certain discretionary powers as to the details of registration, but parties desiring to be registered must adopt certain rules and conform to certain specific provisions of the Act. Industrial unions have power to hold land; are required to furnish lists of members at prescribed dates, and in such form as the registrar may prescribe; and for failure to conform to the requirements of the registrar or for wilful neglect to obey any order of the court in certain cases, their registration may be cancelled.

Any industrial union may make an agreement in writing with reference to any industrial matter with another industrial union or with an employer for a specified term not exceeding three years, and if a copy is filed with the registrar, such agreement becomes subject to the provisions of the Act, and binding under its provisions. Any party thereto may give notice to the registrar at least one month before the expiration of the term of agreement of intention to terminate the same at its expiration; and the agreement may be rescinded by agreement made in writing by the parties thereto and filed with the registrar, or may, in like manner, be varied by another industrial agreement. Agreements are binding on the parties thereto during the currency of the agreement or varied agreement, and on such parties in respect of anything done or suffered under or by virtue of it during its currency; and also they are similarly binding on

every person while he is a member of any industrial union which is a party to the agreement.

The court has broad powers and exclusive jurisdiction over the matters committed to it under the Act; is not bound by strict rules of evidence, but may hear and determine, according to equity and good conscience, any industrial dispute or any industrial matter referred to it by an industrial union or by the registrar, or any application under the Act.

The president and the members of the court are put under oath not to disclose to any person whatsoever any matters or evidence relating to any trade secret or to the profits or financial position of any witness or party, and are liable to a penalty not exceeding five hundred pounds and dismissal from office for the violation of such oath, and shall at the request of any party or witness hear such evidence in camera.

The court has power to visit any industrial establishment, ship, vessel, or premises wherein industries are carried on, to inspect the same for the purposes of the Act; and its general jurisdiction covers industrial matters, which term is defined in the Act as :

Matters or things affecting or relating to work done or to be done, or the privileges, rights, or duties of employers or employes in any industry, not involving questions which are or may be the subject of proceedings for an indictable offence; and, without limiting the general nature of the above definition, includes all or any matters relating to —

- (a) the wages, allowances, or remuneration of any persons employed or to be employed in any industry, or the prices paid or to be paid therein in respect of such employment;
- (b) the hours of employment, sex, age, qualification, or status of employes, and the mode, terms, and conditions of employment;
- (c) the employment of children or young persons, or of any person or persons or class of persons in any industry, or the dismissal of or refusal to employ any particular person or persons or class of persons therein;
- (d) any established custom or usage of any industry, either generally or in any particular locality;
- (e) the interpretation of an industrial agreement.

With respect to these matters, in any proceeding before it the court may do all or any of the following things with a view to the enforcement of its award, order, or direction —

- (1) declare that any practice, regulation, rule, custom, term of agreement, condition of employment, or dealing whatsoever in relation to an industrial matter, shall be a common rule of an industry affected by the proceeding;
- (2) direct within what limits of area and subject to what conditions and exceptions such common rule shall be binding upon persons engaged in the said industry, whether as employer or as employe, and whether members of an industrial union or not;
- (3) fix penalties for any breach or non-observance of such common rule so declared as aforesaid, and specify to whom the same shall be paid;
- (4) grant an injunction to restrain any person from breaking or non-observing any order, award, or direction of the court;
- (5) order the cancellation of the registration of an industrial union;
- (6) order that any member of an industrial union shall cease to be a member thereof from a date and for a period to be named in the said order;
- (7) fix penalties for a breach or non-observance of any term of an award, order, or direction not exceeding five hundred pounds in the case of an industrial union, or five pounds in the case of any individual member of the said union, and specify the persons to whom such penalty shall be paid;
- (8) impose a fine not exceeding five hundred pounds for any breach or non-observance of an award, order, or direction by a person bound by such award, order, or direction who is not a member of an industrial union.

The Act provides a method for the recovery of fines and penalties for any breach of an award, order, or direction of the court. It provides that parties affected by any order, award, or direction of the court may,

whether such person or union was or was not a party to the proceedings, apply at any time to the court to be relieved from any obligation imposed; and the court in entertaining and dealing with such application shall have all the general powers conferred upon it by the Act.

With respect to the reference of industrial disputes to the court, the practice is confined within lines evidently intended to obviate in part the too frequent litigation complained of in New Zealand. For example, it is provided that:

No matter within the jurisdiction of the court may be referred to the court, nor may any application to the court be made except by an industrial union or by any person affected or aggrieved by an order of the court.

But no industrial dispute shall be referred to the court for determination, and no application shall be made to the court for the enforcement of any award of the court by an industrial union, except in pursuance of—

(a) a resolution passed by the majority of the members present at a meeting of such union specially summoned by notice sent by post to each member or given in the manner prescribed by rules of the union, and stating the nature of the proposal to be submitted to the meeting; or

(b) where in the opinion of the registrar it is impracticable to summon a meeting of all the members of the union, a resolution passed, in accordance with rules made by the court in that behalf, by a majority of the officers of the union specified in such rules.

Notwithstanding anything in this section the registrar may—

(1) Inform the court of any breach of this Act or of any order or award of the court.

(2) Refer to the court an industrial dispute when the parties thereto or some or one of them are or is not an industrial union.

The Act continues in force until the thirtieth day of June, one thousand nine hundred and eight.

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## QUARTERLY RECORD OF STRIKES.

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Considering the labor disputes which occurred in Massachusetts during the three months ending Dec. 31, 1901, we find there were 41 strikes in addition to eight minor disturbances, where the employes left work owing to some slight misunderstanding and returned to work within a few hours, or their places were immediately filled.

The cities and towns wherein the strikes took place, together with the number of strikes occurring, are as follows: Lynn, seven; Boston and Holyoke, four each; Fall River, Haverhill, and Worcester, three each; Gloucester, Lowell, and Springfield, two each; and the following cities and towns had one dispute each: Fairhaven, Greenfield, Lawrence, Maynard, Milford, Newton, Northampton, Palmer, Spencer, Southbridge, and Westfield.

The cause of 16 strikes related to wages only; of these, two were successful, eight were compromised, five failed, and the result of one dispute was not stated. Of the four strikes due to hours of labor only, one was successful and three failed. Of those relating to wages and hours of labor, three were successful and one failed. Five strikes took place through sympathy with discharged workmen, but one succeeding, while three

failed. The cause of eight strikes was refusal to work with non-union or objectionable men, two of these being successful, one satisfactorily adjusted, and five failed. Of the two strikes declared because of grievance against foremen, one failed and the result of the other was not stated. In two instances, the men struck on account of minor grievance, one of these ending in a compromise while the other failed.

In the aggregate, the causes of the strikes may be classified as follows: Wages only, 16; hours of labor only, four; wages and hours of labor, four; other causes, 17. The total results show that nine strikes succeeded, eight were compromised or satisfactorily adjusted, 21 failed, while the outcome of three was not stated.

The largest number of disputes in any one industry, eight, occurred in the building trades, followed by five in the cotton goods industry; morocco workers and boot and shoe operatives had four each; teamsters, three; granite workers, railroad employes, and hosiery and knit goods employes, two each. Employes in the following industries were involved in one dispute each: Clothing, straw goods, printing, publishing, and bookbinding, wire goods, rubber goods, machines and machinery, metals and metallic goods, whips, lashes and stocks, ice trade, paper, and cigars and tobacco.

With regard to the amount of time lost, we find that in eight cases places were filled as soon as new men could be secured, some of the old employes returning in many instances under unchanged conditions; in four strikes, the trouble lasted one day or less; in two instances, two days; in six, three days; in two, four days; in five, five days; in one case, one week; in one, eight days; in one, three weeks; in three, four weeks; in one, five weeks; in one, six weeks; in one, 69 days; in one, three months. In four cases, amount of lost time was not stated.

The number of persons involved in 36 of the strikes aggregated about 5,970, the total number of working days lost being about 36,500.

The most important strike of the period, in the point of number of persons involved, was that which the garment makers in Boston declared against the clothing contractors. The trouble started on Oct. 3 when 50 garment pressmen struck for a 9-hour day and 10 to 15 per cent increase in wages. Subsequent upon the strike, 450 pressmen were locked out. The men returned to work two days later when demands were granted. On Oct. 8, the tailors, garment workers, basters, and other clothing employes, to the number of 4,500, went out demanding an increase in wages from 10 to 15 per cent and 9-hour day. The strike lasted two days, an increase in wages from \$1 to \$1.25 per week being granted. Local Union No. 1, United Garment Workers of America, involved.

During the three months under consideration the greatest loss was entailed by the striking glazers of the morocco factory of Thomas A. Kelly & Co., of Lynn. Two hundred and fifty men were practically idle 12 weeks at an estimated loss in wages of \$30,000.



## STATISTICAL ABSTRACTS.

**Illiteracy in Massachusetts.**

In 1900, according to the latest national census, there were 843,465 males in Massachusetts 21 years of age and over. Of these, 53,694, or 6.37 per cent, were illiterate, 51,735 being white and 1,909 illiterate colored. Of the total number of illiterates, 48,615, or 90.54 per cent, were foreign born.

**Aliens in Massachusetts.**

In 1890, there were 257,064 foreign born males in Massachusetts 21 years of age and over. Of this number, 118,508, or 46.10 per cent, were aliens. Comparing these figures with the 1900 census, we find that there were 347,731 foreign born males of voting age in Massachusetts in 1900, 129,854, or 37.34 per cent, being aliens.

**Industrial Accidents in Massachusetts.**

During the year ending December 31, 1901, 1,624 accidents were reported to the District Police as occurring in manufacturing, mechanical, and mercantile establishments in Massachusetts. Of this number, 1,332 were males, and 292 were females. In 879 instances, persons were injured by machinery in mills, factories, and mechanical establishments; 43 cases proved fatal.

**Chinese Population in Massachusetts.**

The very large increase in the number of Chinese in Massachusetts in the past 30 years, ascertained at census periods, may be seen from the following statement: 1870, 87; 1880, 229; 1890, 984; and 1900, 2,968.

**Tobacco Raising in Massachusetts.**

In 1899, according to the latest census figures, there were 1,009 farmers engaged in tobacco raising in Massachusetts. The product aggregated 6,406,570 pounds, this amount being cultivated from 3,827 acres, the average being 1,674 pounds per acre. The total value of the crop was \$956,399. The cultivation of tobacco in Massachusetts is confined almost wholly to the valley of the Connecticut River, comprising the counties of Hampden, Hampshire, and Franklin, 99 per cent of the total crop being raised in these three counties.

**Massachusetts Savings Banks.**

The condition and progress of the savings banks of Massachusetts, figures compiled by the Massachusetts Commissioners of Savings Banks, may be traced, at four census periods, in the following tabular statement:

CLASSIFICATION.	CENSUS YEARS—	
	1870	1890
Number of banks, . . .	139	164
Number of deposit accounts, . . . . .	488,797	706,386
Amount of deposits, . .	\$135,745,098	\$218,047,922
Average of deposits to each account, . . .	\$278	\$309
Total population, . . .	1,457,362	1,738,086
Deposit per capita, . .	\$93	\$122

CLASSIFICATION.	CENSUS YEARS—	
	1890	1900
Number of banks, . . .	179	186
Number of deposit accounts, . . . . .	1,083,817	1,535,009
Amount of deposits, . .	\$353,592,937	\$540,403,687
Average of deposits to each account, . . .	\$326	\$352
Total population, . . .	2,238,943	2,805,346
Deposit per capita, . .	\$158	\$193

**Labor Organizations in New York.**

The Bureau of Labor Statistics of the State of New York has been collecting quarterly reports from the State labor organizations since 1897. For the purpose of obtaining this information, the Bureau supplies blanks to the secretary of each trades union who distributes them to the individual members. The data are most valuable and interesting, showing the membership, hours of labor, rates of wages, number of days worked, number of unemployed members, and cause of idleness at four periods of the year.

On September 30, 1901, there were 1,881 labor organizations in the State, with a total membership of 276,141; of this number, 261,523 were men and 14,618 women. The largest number of trades unionists were engaged in the building trades and numbered at the end of the quarter under consideration 85,401. The membership in the other trades follows: Clothing and Textiles, 41,883 (31,726 males and 10,157 females); Metals, Machinery, etc., 35,562, 35,542 of these being males; Transportation, 34,871, of which number only three were females; Printing Trades, 17,998 (17,080 males, 908 females); Tobacco, 10,210; Food and Liquors, 9,451 males; Theatrical and Musical occupations, 11,688 (11,179 males, 509 females); Woodworking and Furniture, 8,260, only 22 being females; Restaurant and Retail Trade, 6,804 (6,302 males, 502 females); Public employment, 8,142, only 10 of this number being females. There were 6,383 male unionists engaged in miscellaneous occupations.

At the end of the quarter under consideration, 18,617 trades unionists were unemployed, this being 6.9 per cent of the total number. The unemployment during the third quarter of the year averaged 8,840 persons, or three per cent of the total number. The largest amount of unemployment occurred in the building trades, there being 6,158 men idle at the end of the quarter. The next largest amount of unemployment was found in Clothing and Textiles, unionists idle numbering 4,074; in Metals and Machinery, there were 1,598 idle; Transportation, 1,584 idle; Printing and Binding, 1,243; while in Theatrical and Musical occupations there were 1,724 persons idle at the end of the period.

The cause of idleness among members in the building trades in 3,699 instances was due to lack of work; 1,118 instances to lack of material; 369 on account of strike or lockout; 324 due to sickness; 294 on account of weather conditions; 80 on account of old age. Of the 4,074 unemployed in Clothing and Textiles at the end of the quarter, 2,021 were

idle owing to lack of work; 267 on account of sickness; 82 due to old age, 75 to lack of material. In Metals and Machinery, 987 trades unionists were idle on account of lack of work; 298 on account of strike or lockout; 109, lack of material; 89, sickness; 21, old age. In Transportation, 1,074 members were idle on account of lack of work; 234 owing to sickness; while in 146 cases unemployment was due to strike or lockout. In the Printing trades, 868 were idle on account of lack of work; 197 on account of sickness; 123 owing to old age. In Theatrical and Musical occupations, idleness was enforced in 1,712 instances on account of lack of work, and in nine cases by strike or lockout.

The average number of days worked by trades unionists who had employment in the third quarter of 1901 was 70 for males and 66 for females.

The largest average earnings of the male unionists during the quarter ending September 30, 1901, were \$337 in Theatrical and Musical occupations, the same being true of the women, the average earnings in this line being \$432.

About 300 of the labor organizations in New York are incorporated.

#### Industrial Accidents in New York.

The total number of accidents reported by the manufacturing and mechanical establishments in the State of New York for the year ending November 30, 1900, was 2,365. Of this number, 43 accidents proved fatal, 224 were of a serious nature although not fatal, while 2,098 were slight accidents.

#### Free Employment Bureau of New York.

The Free Employment Bureau of New York State had 5,732 applicants for employment during the year 1900. Of this number, 2,157 were males and 3,575 females. Positions were secured for 2,969 applicants, 191 males and 2,778 females being supplied with work. The applicants for help numbered 3,526. Of the total number of applicants, 371 were illiterate, 11 being males and 360 females. It was found that most of the illiterates were over 40 years of age. Of the total number of females applying to the Bureau for employment, over 95 per cent registered for positions in domestic service. — *Bureau of Labor Statistics of the State of New York, 1900.*

#### Child Labor.

The minimum age at which children are allowed to work in factories in some of the states is as follows: 10 years of age, Vermont and Nebraska; 12 years, Maine, New Hampshire (age limit raised by the Legislature of 1901, formerly 10 years), Maryland, North Dakota, California (formerly 10), West Virginia, Rhode Island, New Jersey (for boys), Louisiana (for boys); 13 years, Pennsylvania and Ohio; 14 years, Massachusetts, Connecticut, New York, New Jersey (for girls), Indiana, Illinois, Michigan, Wisconsin, Minnesota, Colorado, Missouri, Louisiana (for girls), Tennessee, (formerly 12; raised by Legislature of 1901).

#### Coal Production in Illinois in 1901.

The production of coal in Illinois in 1901 was by far the largest of any one single year in the mining history of the State, despite the fact that the work-day had been shortened two hours in every mine. The average value of the product was also larger than ever before. The total output of the mines for the year 1901 was 26,635,819 tons, the average value of all grades at the mine being \$0.9543 per ton. The average wage paid per gross ton for hand mining was \$0.564, the average number of

days worked, 174, while the average number of all employes was 44,143, 30,829 of these being miners. There were 101 men killed during the year, leaving 55 widows and 139 minor children. Accidents in mines to 422 other men injured them to such an extent as not to permit of their working for one month at least. — *The Engineering and Mining Journal, New York. Feb. 1, 1902.*

#### Production of Turpentine.

According to the Twelfth United States Census, the total amount of turpentine produced in the United States for 1900 was 754,670 barrels, valued at \$14,960,235. The production of rosin was 2,563,067 barrels, representing a total value of \$5,129,268. Miscellaneous products included tar, pitch, rosin oil, and were valued at \$255,385. In 1900, there were 18,090,582 gallons of spirits of turpentine exported from the United States, valued at \$8,554,922.

#### Recent Labor Legislation in Tennessee.

In accordance with the law passed by the Legislature of Tennessee, in 1901, employers are prohibited from using deception, misrepresentation, or false advertising in procuring employes. The instance of a strike, lockout, or other trouble between employer and employe must be stated and condition thoroughly understood by the employe before being hired.

#### Employers' Liability — Lumber Company.

In the case of *Schus vs. Powers-Simpson Company*, recently decided by the Supreme Court of Minnesota, it appeared that the defendant was a corporation organized for the purpose of manufacturing and dealing in Lumber, and buying, improving, selling and dealing in real and personal property connected with the lumbering business. In addition thereto and in connection therewith it owned and operated what is called a logging railroad, which was equipped with four locomotives and a number of logging and box cars used in carrying logs from the plerries to the sawmills owned and operated by it. It did not follow the business of a common carrier of passengers and freight, the operation of the road being limited exclusively to its own private business, but its servants and employes engaged in the operation of its trains were exposed to the same dangers and risks as were employes of railroad corporations engaged as common carriers. The Supreme Court of the state held that section 701 of the General Statutes of 1894, known as the "Fellow-Servant Act," applied to the defendant, and that it was liable to an employe engaged in the operation of the railroad for injuries caused by the negligence of a co-employe or fellow-servant. — *Bradstreet's, March 1, 1902.*

#### Employers' Liability — Interstate Law.

The Supreme Court of Indiana held, in the recent case of *The Baltimore & Ohio Southwestern Railroad Company vs. Jones*, that the employers' liability act of that state had no extraterritorial effect; that a railroad employe injured in another state by the negligence of a fellow-servant in charge of an engine or train could not recover damages by virtue of any provisions of that act, and that it would be presumed, in the absence of allegation or proof to the contrary, that the common law under which an employer was not liable for injuries to a workman caused by the negligence of a fellow-servant was in force in Ohio. — *Bradstreet's, March 1, 1902.*

**Building Association—Premiums.**

The Supreme Court of Appeals of West Virginia held, in the recent case of *Gray vs. Baltimore Building and Loan Association*, that while a building association may fix a premium payable in advance or in periodical instalments, such premium must be a lump sum, certain and definite, and not a percentage payable for an indefinite time at fixed periods. — *Bradstreet's*, March 1, 1902.

**Recent Foreign Censuses.**

**England and Wales.** The census of these countries was taken April 1, 1901. Population was 32,526,075, including 15,721,728 males and 16,804,347 females. The increase in the total population since 1891 was 3,523,530, or 12.17 per cent. Among the Urban Districts, there are 75 towns, each containing more than 50,000 inhabitants, with a total population of 14,506,273. Population of London was 4,536,063.

**Scotland.** The census of Scotland was taken on April 1, 1901, and showed a total population of 4,472,000; of these, 2,173,151 were males and 2,298,849 females. The increase in 10 years was 446,333, or 11.06 per cent.

**Ireland.** Population in 1901 was 4,456,546, a decrease of five per cent in 10 years.

**Italy.** Population on Feb. 10, 1901, was 32,475,253.

**Germany.** Population of the German Empire, according to the Census taken on December 1, 1900, was 56,345,014 (27,731,067 males and 28,613,947 females) against 52,279,901 in 1895 (25,661,250 males and 26,618,651 females), the increase being 7.78 per cent.

There are 33 cities of more than 100,000 inhabitants, aggregating 9,108,000, or 16.17 per cent of total population. Berlin, on December 1, 1900, had 1,884,151 inhabitants. The excess of births over deaths is greater in Germany than in any European country except Russia.

**Norway.** The last census in Norway took place on December 3, 1900. The aggregate population was 2,221,477, comprising 1,565,724 rural population and 655,753 population of cities. The emigration from Norway in 1900 was 10,831, of which 6,873 were males, and 4,058 were females. Of the total number of emigrants, 10,786, or nearly 99 per cent, came to the United States.

**Switzerland.** According to provisional census figures, published in May, 1901, the population of Switzerland on December 1, 1900, was 3,327,207 against 2,933,334 in 1888, an increase of 393,873 or 13 per cent. Emigration decreased from 8,000 emigrants in 1889 to 2,500 emigrants in 1899. Not counting persons regularly naturalized, there were, in 1888, 229,450 resident foreigners, and, in 1900, about 339,000, an increase of 159,350, or almost 70 per cent.

**Denmark.** According to the census taken in Denmark in 1901, the total population was 2,449,540. Of these, 1,193,448 were males, 1,256,092 were females. This shows an increase of 277,160 over the population of 1890. In 1901, the inhabitants of Copenhagen numbered 378,235, the census figures for 1890 for this city being 312,859. Statistics show that 3,570 people emigrated from Denmark in 1900; 2,120 of these being males, and 1,450 females. Emigration to the United States included 3,253 people.

**Canada.** Census of Canada, taken March 31, 1901, shows population of 10,602,766 against 9,634,310 in 1891; the increase being 968,456 or 10.05 per cent.

**Industrial Accidents in Great Britain.**

The total number of workpeople reported as killed by accidents during December, 1901, was 461. The number killed in railways, mines, quarries, shipping, and factories, was 430, in a total number employed of 5,607,310 persons. In addition to the fatal accidents there were 8,637 persons injured; 7,580 being injured in railways, mines, quarries, shipping, and factories. The total number of accidents during the year 1901 was 98,658; of this number, 4,200 persons were killed, and 94,458 injured. — *Labour Gazette*, London, January, 1902.

**Creation of Labor Office in Italy.**

In June, 1901, a bill was brought forward providing for the creation of a Labor Office and Superior Labor Council in Italy. An extensive study was made of similar institutions as they existed in Austria, Belgium, Denmark, Spain, France, Great Britain, Holland, and the United States. It was proposed that the Labor Office should publish monthly bulletins, all local authorities, industrial, commercial, agricultural, and workmen's enterprises and associations being required to furnish any information which the Office might ask of them. In January, 1902, the Italian Chamber of Deputies, after final discussion of the bill, accepted a favorable report, and determined that the Superior Labor Council should form a permanent commission consisting of 44 members. The Chamber also expressed a desire that steps should be taken by the Government for the "elaboration of international measures to protect the interests and persons of workmen." — *Bulletin de l'Office du Travail*. Paris, 1901.

**Insurance against Unemployment in Ghent.**

At a session held April 10, 1900, the special commission for the study of the question of unemployment in Ghent received and approved the text of a bill favoring insurance against unemployment. On October 29, 1900, the Communal Council of Ghent, by 32 out of 34 votes, adopted the bill almost as presented.

The bill provided for the establishment of a special fund to be devoted to insurance against unemployment, to receive three grants from the communal administration of Ghent, payable on January 1, 1901, 1902, and 1903. The amount of these grants was not stipulated, but 20,000 francs (\$3,860) a year was recommended as necessary in order to accomplish the work, even should the trades unions co-operate fully. The bill provided that the Fund should be administered by a committee of six appointed by the communal officials, the expense of administration being borne by the city; that funds placed at the disposal of this committee should be increased by subscriptions, gifts, etc.; that the Funds should be used to increase the indemnity granted by trade unions to unemployed members and to supplement individual savings used in case of unemployment; that strikes and lockouts and their consequences, sickness and physical incapacity for labor should not be causes for granting aid from the Fund; that trades unions desiring to participate in the Fund must render

detailed monthly account of the number and amount of indemnities paid by them and must make an annual statement of conditions; that workmen not members of trades unions participating in the Fund might participate in a special savings fund established to aid in case of unemployment, these persons being allowed to deposit, as maximum, 50 francs (\$9.65) which could be withdrawn only in case of unemployment; any unemployed person who should refuse possible employment would thereby forfeit the right to participate. The bill also provided that the committee should have power to establish the rate governing aid in any month; and that when the grants made by the city and all other sources of revenue should have been exhausted, the Fund and the committee should cease to exist unless both were continued by authority of the Communal Council.

Immediately, trades unions of Ghent began to develop their mutual aid features and to revise their statutes, adapting them to the new regulation.

In March, 1901, the Communal Council, after protracted discussion, voted the Fund an annual grant of 10,000 francs (\$1,930). Later the administrative council of the Fund determined that the Fund should become operative in August, 1901; the rate of aid for the month of August was fixed for all participants at 50 per cent, the maximum amount being one franc (\$0.193) per day.

On December 31, 1901, 28 trades unions were participating in the Fund; the rate of aid had been maintained at 50 per cent except in case of complete suspension of work in a shop or factory, in which case the rate had been reduced to 30 per cent. During the first four months of its activity, the Fund rendered aid to 1,556 persons. — *Revue du Travail, Brussels, 1901.*

#### Strikes and Lockouts in France in 1901.

The total number of difficulties inaugurated in France in 1901 was 501. The approximate number of persons involved was 83,702. In 92 cases, the strike or lockout was successful; in 169 cases, compromise was effected, there being 192 failures. There were 453 settlements of strikes in 1901, this number including strikes begun previous to this year. — *Bulletin de l'Office du Travail, Paris, Jan. to Dec., 1901.*

#### Factory Inspection in Amsterdam.

Reports were received from 3,821 manufacturing establishments in Amsterdam in 1899, in which 10,446 children between 12 and 16 years of age were employed. Of this number, 6,715 were boys, and 3,731 were girls. The women employed over 16 years of age numbered 5,331. During the year, 316 cases of infraction of the law regarding employment of women and minors were reported. The accidents reported to employers in the discharge of duty during the year 1899 numbered 969, of which 963 applied to men and six to women. Death resulted in 17 cases, permanent incapacity in 23, and temporary incapacity in 929. Of the injured, 213 persons were employed in the manufacture of machines and iron goods, 190 in shipbuilding, and 125 in the building trades. Of the persons injured, 63 were under 16 years of age. In 479 cases, aid (equal to the whole or a part of wages) was furnished by the employer; in 108 cases by employers' insurance; in 172, by mutual aid funds; in 18, by other insurance; and in 110, from combinations of

these sources; in 69 instances no aid was received. — *Amsterdam Statistisch Jaarboek, 1899.*

#### Strikes in Denmark.

During the year 1900 there were 82 strikes in Denmark, involving 7,098 strikers with a loss of 235,877 days' employment. Eighteen strikes were settled by conciliation, and four by arbitration. — *Statistisk Aarboeg, 1901. Denmark.*

#### Strikes in Austria, 1900.

There were 303 labor disputes reported in Austria in 1900, involving about 105,200 strikers; 61 strikes affecting 4,891 strikers succeeded; 196 disputes involving 89,921 strikers were compromised, while 166 strikes (10,316 persons affected) failed. Of the total number of strikers, 74.95 per cent were engaged in mining, and 11.42 per cent in textile industries. As to the duration of the disputes, 55.12 per cent of the strikes lasted five days or less, and 18.48 per cent between six and ten days. The cause of the strike in 50.17 per cent of the cases was for change in wages, and in 22.77 per cent for change in hours of labor. — *Die Arbeitseinstellungen und Aussperrungen in Österreich während des Jahres 1900. Vienna, 1901.*

#### Strikes and Lockouts in Belgium in 1901.

The total number of strikes and lockouts reported in 1901 was 102, involving about 14,000 persons. The results of the disputes were as follows: Success, 15; compromise, 15; failures, 71. The total number of settlements during the year was 101, this number including the settlement of some strikes begun prior to 1901. — *Revue du Travail, Brussels, Jan. to Dec., 1901.*

#### Wages in Norway.

Statistics of wages in cities of Norway were compiled in 1895. The yearly average wage of male domestics was \$71.55, that of females, \$27. The daily wage of laborers was 61 cents for males, and 35 cents for females. Mechanics averaged 76 cents a day; male spinners, 66 cents per day; female spinners, 35 cents; printers, 77 cents daily; masons, \$1.04 per day. The daily wage of house carpenters was 77 cents, ship carpenters, 71 cents; male weavers received 75 cents per day, and female weavers, 36 cents. — *Statistisk Aarboeg, 1901. Norway.*

#### Workmen's Compensation Law in Sweden.

The following are the main provisions of a Workmen's Compensation (for Accidents) Law passed by the Swedish Parliament on April 24th, 1901, and signed by the King on July 5th of the same year. The law is to come into force at a date to be fixed by the King, subsequent to the establishment of the Royal Insurance Institute, which is to be created for the purposes of the law.

The Act gives to every workman, whether journeyman or foreman, employed in an industry to which its provisions apply, the right to receive from his employer compensation for personal injury caused by accident arising out of his employment other than injury caused by his own wilful act or gross carelessness, or by the wilful act of another person, not being a person having control or exercising supervision over the work in question.

The industries, to which the Act applies, include timber-felling, and other operations of forestry, sawing, lumber yards, the ice trade, turf-cutting,

mining, and quarrying, brickmaking, smelting, and other trades (not being handicrafts) having for their raw material some mineral product, factories of every kind, shipbuilding, distilling, brewing, baking, butchering, dairying and corn-milling, so far as these several industries are carried on upon lines analogous to the factory system, printing, the manufacture of explosives, chimney-sweeping, timber-floating, the loading and unloading of goods, railways, and tramways, the building trades (including road-making and hydraulic engineering), rock blasting, excavations, etc., paving work, masonry, carpentry, roofing, gas, water and electric supply installation, sewer construction, also all operations carried out for the purpose of producing, transmitting, or distributing electric energy, and all gas and water distribution work. In case any industry of the classes just enumerated shall be carried on by the State or a Municipality by way of trade, the State or the Municipality concerned stands under the same obligation to its employes under the Law as all other employers.

The compensation payable under the Law is as follows:

(1) If the injury is one entailing incapacity, whether total or partial, lasting more than 60 days, is. 1½d. per day from the expiration of that period until recovery, or until the incapacity is shown to be permanent, or death ensues.

(2) In case of permanent incapacity, total or partial, an annual allowance of £16 13s. 4d. in the former event, and in the latter an allowance of smaller amount, corresponding with the degree of incapacity, no allowance, however, to be payable unless the man's capacity has been reduced to the extent of at least 10 per cent.

(3) In case of death resulting from, and taking place within two years from the occurrence of the accident; (a) a sum of £3 6s. 8d. for funeral expenses and (b) an allowance to the widow, until re-marriage, of £6 13s. 4d. per year, and an allowance to each child of £3 6s. 8d. per year, until the age of 15 years. But if all these allowances together would exceed £16 13s. 4d., then they must abate ratably, so as not to exceed that amount.

Provision is made in the Act for the establishment of a Royal Insurance Institute, to be maintained by the State. The employer will have the right to insure himself against his liability under the Law with this Institute. But in the event of the injured workman being entitled to an allowance or other benefit from a fund maintained entirely or mainly by contributions from his employer; or in the event of the workman being insured, at the cost of his employer, otherwise than with the Royal Insurance Institute, the employer will have the right to set-off the amounts paid to the workman in respect of such allowance, benefit, or insurance, against his liabilities under the Law. A similar set-off is allowed for any compensation paid by the employer under the general law, or in pursuance of any special arrangement. If any compensation be payable to the injured workman by a person other than the employer, then, to the extent of any compensation paid under the Law, the employer will have the right to receive the amount so payable, in the place of the injured man.

With regard to contracting-out, no agreement between employer and employed with regard to compensation in substitution for that which the Law provides will have any legal validity unless it is in writing, and is made under a scheme approved by the Royal Insurance Institute, whose approval

will not be granted, if, on examination, this Institute is of opinion that the scheme is prejudicial to the interests of the workpeople concerned.

The Law contains provisions allowing employers in industries outside its scope to insure their workpeople voluntarily with the Royal Institute, and enabling any workman, whether the industry in which he is employed be or be not within the scope of the Law, to insure himself against accident with that Institute. — *Labour Gazette, London, January, 1903.*

#### **Proposed Employers' Liability and Co-operative Insurance in Maryland.**

A bill relating to employers' liability, and also providing for the insurance of workmen in certain occupations, has been introduced in the Senate of Maryland by Senator Lewis.

The bill is entitled an Act to create a Co-operative Insurance Fund, to be maintained by both employers and employes in certain perilous occupations, such as mining, quarrying, railroading, building and excavating.

It provides that any corporation, company, partnership, association, individual or individuals engaged in the business of operating any coal or clay mine, quarry, railroad, street railroad, trolley road, and any incorporated town, city or county in the State engaged in the work of constructing any sewer, excavation or other physical structure (or the contractor or contractors therefor) in addition to their respective common law and other liability, shall be liable in law, respectively, to the administrator, administrators, executor or executors, of any employed engaged in the above-named occupations, in the event of the death of such employe, for the damages arising and flowing from the death of such employe when such death is caused by the negligence of any employer in the above-named occupation or by the negligence of any agent or other employe of such employer; and if it appears that such death was caused by the joint or collective negligence of such employer, or his agent, or other employes, on the one hand, and the contributing negligence of the deceased employe on the other hand, then the employer shall be liable for such proportion of the damages as the jury, or the Court sitting as a jury, shall find to be the proportion of negligence of the defendant, or of its or his agent or other employes contributing to the cause of such death.

It is provided, however, that no employer, town, city or county (or contractor or contractors therefor) shall be liable if the said employer, city, town or county (or contractor or contractors therefor) shall pay the following annual sums in advance into the hands of the Insurance Commissioner of the State of Maryland, in monthly instalments: First. Every employer engaged in coal or clay mining or quarrying shall pay the annual sum of one dollar and eighty cents for every person employed and working in the State of Maryland. Second. Every employer engaged in operating any steam railroad shall pay the annual sum of three dollars for every person employed by it residing in the State of Maryland. Third. Every employer engaged in the business of operating any street railway or trolley road shall pay the annual sum of sixty cents for each person employed by it within the State of Maryland. Fourth. Every town, city or county (or the contractor or contractors therefor) shall pay such annual sum of money for each person employed in the work of construct-

ing any sewer, excavation or other physical structure, as the said Insurance Commissioner shall adjudge to be necessary to insure such employes in the sum of one thousand dollars in the event of death in such employment, considering the occupation or trade risk involved; provided, however, that any employer, town, city or county (or contractor therefor) may deduct from the wages of their respective employes a sum not exceeding one-half of the amount payable to said Insurance Commissioner under the Act, and make such deduction by weekly, monthly or other periodic instalments, provided further, that no party liable under the provisions of the Act shall be entitled to take advantage of the provisions relating to the insurance fund, unless the said party shall on the first Monday of each month make a report under oath to the Insurance Commissioner aforesaid, stating the number of persons employed in this State in the respective occupations covered by the Act, during the preceding month (even if only employed for a fraction of said month), and the estimated number to be employed during the month of such report, and shall pay to the said Insurance Commissioner the proper monthly instalment for each person employed during such month making up for any shortage in the payment for the preceding month. It is also made unlawful for any person, employer, employe, corporation or partnership to make any contract evading or avoiding or affecting the full legal effect of the Act.

It is made the duty of the Insurance Commissioner of the State to receive and care for all such sums of money or insurance premiums, and to keep a distinct fund therefor to be known as the Employers and Employes' Co-operative Insurance Fund, and the bond of such Insurance Commissioner shall be liable for such fund, and it shall be his duty to keep accurate accounts of the receipts and disbursements of such money, and full statistics of the operation of this function of this department. In the event of the death of an employe insured under the Act, who shall have come to his or her death in the course of the employment and by causes arising therein (provided such death shall not have occurred at a period longer than one year from the date of the injury), then the Insurance Commissioner upon being satisfied by adequate evidence of such death shall pay to the administrator or executor of the deceased, or unto the widow or husband or children of the deceased, as the said Insurance Commissioner shall deem wisest for the defendants if there be any, the sum of one thousand dollars, and shall pay such indemnification for no other reason or cause whatsoever.

The Insurance Commissioner is also to have plenary power to determine all disputed cases

which may arise in connection with the administration of the law, and to regulate from year to year the rates or premiums payable in order to preserve the insurance fund and pay the death indemnification.

If any party subject to the provisions of the Act shall consider that he is making better provisions on the whole for the workman employed, either by way of payments in case of death, injury, sickness or old age or all combined and is contributing more in such manner to the said workman than he would be obliged to do under the insurance provisions of the Act, then the party may make application to the Insurance Commissioner to be absolutely released and exonerated from all liability imposed by virtue of the Act and, after the proceedings prescribed by the Act, if his contention is sustained to the satisfaction of the Commissioner, he may be released from the provisions of the Act.

The Insurance Commissioner is also empowered to extend the benefits of the Act, except the provisions defining the liability of employers, to other industrial or manual occupations in this State, fixing such rates, terms, conditions, qualifications and limitations as he may adjudge prudent.

The Act, if passed, is to take effect upon the first day of July in the year nineteen hundred and two.

#### **The Candy Industry in France.**

France annually produces about 65,000,000 kilograms (143,299,000 pounds) of chocolate and bonbons in about equal quantities. During the year 1900-01 the production amounted to 66,138,000 pounds of bonbons and 77,161,000 pounds of chocolate, the average price being 3 to 4 francs (58 to 77 cents) per kilogram (2.2 pounds). Only about one-tenth of this quantity is exported. The chief centres of manufacture are Paris, Bordeaux, and Lyons. There are also chocolate factories at Blois, Lille, and Amlens, and a factory for candied fruit at Clermont-Ferrand. "Marrons glacés" are mostly prepared in the Ardèche, Gard, Rhône, and Cantal. French producers complain of the high duties on sugar and cocoa. The latter pays 104 francs (\$20.07) per 100 kilograms (220 pounds), and sugar 60 francs (\$11.68) per 100 kilograms (220 pounds). Allowing for the waste in the preparation of the bean, the cocoa really pays 135 francs (\$26.05) per 100 kilograms (220 pounds). In France the kilogram (2.2 pounds) of chocolate confectionery pays 95 centimes (18.3 cents) in duty alone. Quite one-half of the total consumption of chocolates and bonbons in France takes place in December and January, the French people spending something like 100,000,000 francs (\$19,800,000) in two months on confectionery, and every year this figure grows. — *Bradstreet's*, March 1, 1902.















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OF THE COMMONWEALTH OF

## MASSACHUSETTS.

No. 22.

MAY.

1902.

Prepared and Edited by the Bureau of Statistics of Labor.

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### CONTENTS.

	Page
RATES OF WAGES IN CITY EMPLOYMENT, . . . . .	39-42
PROGRESS OF CO-OPERATION IN GREAT BRITAIN, THE, . . . . .	42-55
Legislative action in Massachusetts in 1885 respecting co-operation, . . . . .	42
Remarkable growth of workingmen's co-operative societies, . . . . .	42
Societies for distribution and for production, . . . . .	43-47
Co-operative wholesale societies, . . . . .	47-49
Co-operative movement in Ireland, . . . . .	49, 50
Principle of co-operation applied to building societies, co-operative credit and banking, co-operative insurance, etc., . . . . .	50-53
Tabular statements showing facts as to branches of production, employes, membership, capital, product, sales, etc., . . . . .	54, 55
REVIEW OF EMPLOYMENT AND EARNINGS—SIX MONTHS ENDING APRIL 30, 1902, . . . . .	55-61
Conditions affecting labor in the industrial centres of the Commonwealth, . . . . .	55-60
Boston, . . . . .	55, 56
Brockton, . . . . .	56, 57
Cambridge, Chicopee, Fall River, and Haverhill, . . . . .	57
Holyoke, . . . . .	57, 58
Lawrence and Lowell, . . . . .	58
Lynn, . . . . .	58, 59
New Bedford, Peabody, and Woburn, . . . . .	59
Worcester, . . . . .	59, 60
Comparison by industries and cities, . . . . .	60
Trend of employment, weekly earnings, and population from February, 1898, to April, 1902, . . . . .	61
QUARTERLY RECORD OF STRIKES, . . . . .	61-64
Labor disputes in Massachusetts for three months ending March 31, 1902, . . . . .	61-64
Strikes of teamsters and freight handlers in Boston, . . . . .	63, 64
STATISTICAL ABSTRACTS, . . . . .	64-66
Relief Department, Baltimore & Ohio Railroad Co.—Factory Inspection in Michigan, 1901—Immigration into Boston, 1901—Wages in Baltimore—Industrial Accidents in New York—Classification of Population of Canada—Employment of Married Women in London—Pauperism in Great Britain—Co-operation in Italy—Employment of Women and Children in Italy—Free Municipal Employment Bureaus of Paris—Strikes and Lockouts in Germany in 1900—Labor Legislation in Germany—Unemployment in Germany—Children's Savings Banks in Germany—Service of Statistics of Labor in Spain—Strikes in Austria in 1901—Union of Shoemakers in Austria—Schools of Housekeeping in Belgium—Cotton Mills in Japan, . . . . .	64-66





MAY 31 1902

## MASSACHUSETTS LABOR BULLETIN.

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### RATES OF WAGES IN CITY EMPLOYMENT.

This article summarizes the rates of wages for general labor in the various departments of the cities in Massachusetts at the present time. A similar report was presented in the Bulletin for January, 1897. In comparison with the rates prevailing at that time, there are few changes to be noted.

All the cities are operating their labor departments on the basis of an eight-hour day except in one instance, noted in the table, where the men are paid by the hour and it is customary to make 10-hour time. The rates per day given are to be considered the general rate, subject to exceptions in particular cases or under unusual conditions. Some of the exceptional instances are noted in the table.

#### Cities: By Departments of Labor.

NAMES OF CITIES AND DEPARTMENTS OF LABOR.	Pay per Day	NAMES OF CITIES AND DEPARTMENTS OF LABOR.	Pay per Day
<b>BEVERLY.</b>		<b>CAMBRIDGE.</b>	
Cemetery, health, highway, water:		Cemetery:	
Laborers, in general, . . .	\$2.00	Foreman of laborers, . . .	\$2.25
Overseers, when employed,	2.25 @ 2.50	Laborers and gardeners, . . .	2.00, 2.25
<b>BOSTON.</b>		Electrical, . . . . .	14.00,* 17.00,* 18.00,* 19.50,* 23.00*
Bridge, carpenters and paint- ers, . . . . .	2.50	<b>Poor:</b>	
Park, public grounds, water, Street:	2.00	Collectors of offal, . . . .	12.00*
Ferry division, . . . . .	2.00	Farmers, . . . . .	15.00*
Paving, . . . . .	2.00, 2.10	Laborers, . . . . .	7.50,* 9.00,* 12.00*
Sanitary, . . . . .	2.00	<b>Sewer:</b>	
Sewer, . . . . .	2.00, 2.25	Carpenters, . . . . .	2.25
Street cleaning, . . . . .	2.00, 2.02, 2.10, 2.25	Engineers, . . . . .	2.75
Wire, linemen (when paid by the day), . . . . .	2.00, 2.50	Foremen, . . . . .	2.25, 2.50, 3.00
<b>BROCKTON.</b>		Laborers, general, . . . .	2.00
Health, highway, sewer, water, . . . . .	2.00	<b>Street:</b>	
		Blacksmiths, . . . . .	2.25, 2.50, 3.00
		Carpenters, . . . . .	2.75, 3.00
		Engineers, . . . . .	3.00
		Foremen, . . . . .	4.00
		Foremen (sub), . . . . .	2.75 @ 3.50

\* By the week.

*Cities: By Departments of Labor — Continued.*

Names of Cities and Departments of Labor.	Pay per Day	Names of Cities and Departments of Labor.	Pay per Day
<b>CAMBRIDGE — Con.</b>		<b>FITCHBURG — Con.</b>	
Street — Con.		Water — Con.	
Painters, . . . . .	\$2.50, 3.75	Machinists, . . . . .	\$2.25
Pavers, during paving season only, . . . . .	3.50, 4.50	Meter inspectors, . . . . .	2.35, 2.50
Rammers, during paving sea- son only, . . . . .	2.25	Special "pipe and derrick men," . . . . .	1.75
Stablemen, . . . . .	15.00*	Teamsters, . . . . .	2.00
Water:			
Foremen of pipe laying, . . .	15.00*	<b>GLOUCESTER.</b>	
Inspector, . . . . .	15.00*	Highways, laborers, . . . . .	2.00
Pipe jointers, . . . . .	14.00*		
Oilier, firemen, general utility,	14.00*	<b>HAVERHILL.</b>	
<b>CHELSEA.</b>		Bridge, cemetery, park, sewer, sidewalk, street, laborers, . .	2.00
Public buildings, street:		Water (operated by a company), laborers, . . . . .	1.75
Laborers, ordinary; team- sters, etc., . . . . .	2.00		
Laborers, skilled, . . . . .	2.50, 2.75	<b>HOLYOKE.</b>	
Foremen, . . . . .	3.00	City property (buildings), high- ways, sewer, sidewalk:	
<b>CHICOPEE.</b>		Carpenters, . . . . .	2.50
Highway, sewer, sidewalk, water:		Foremen, . . . . .	3.00
Laborers, general, . . . . .	1.75	Inspectors, . . . . .	2.50
Special skilled employes, . .	14.00 @ 20.00*	Laborers (cleaning catch basins), . . . . .	2.25
<b>EVERETT.</b>		Laborers, general, . . . . .	2.00
Cemetery, public works (street, sewer, water), laborers, . .	2.00	Masons, brick, . . . . .	4.50
<b>FALL RIVER.</b>		Pavers, . . . . .	4.50
Cemetery, highways, public buildings, sewer, water, laborers, . . . . .	2.00	Water boys, . . . . .	1.50
Park, . . . . .	10.00*	<b>LAWRENCE.</b>	
<b>FITCHBURG.</b>		Cemetery, park, . . . . .	1.55 @ 2.00
Highway (including sewer):		All other departments, laborers, general, . . . . .	2.00
Brick masons, . . . . .	1.75, 2.16	<b>LOWELL.</b>	
Drivers, one horse and two horses, . . . . .	2.16	Commons:	
Engineer (steam roller), . . .	3.04	Laborers, . . . . .	1.75
Foremen, . . . . .	2.56	Teamsters, . . . . .	2.00
Laborers, . . . . .	1.80, 1.76, 1.92	Health:	
Pavers, . . . . .	2.16	Laborers, . . . . .	1.80
Rammers, . . . . .	1.92	Teamsters, . . . . .	2.00
Stone masons, . . . . .	1.92, 2.16, 2.56	Public buildings:	
Tenders, . . . . .	1.76	Carpenters, . . . . .	2.50
Water boys, . . . . .	1.28	Laborers, . . . . .	2.00
Water:		Painters, . . . . .	2.25
Blacksmiths, . . . . .	2.50	Sewer laborers, . . . . .	2.00
Calkers and yarners, . . . .	2.00, 2.25	Street:	
Foremen, . . . . .	2.50	Graders, . . . . .	2.00
Laborers, general, . . . . .	1.50	Laborers, . . . . .	1.75
		Teamsters, . . . . .	2.00
		Water:	
		Laborers, . . . . .	2.00
		Teamsters, . . . . .	2.25
		(Special skilled labor in all de- partments at higher rates than above.)	

\* By the week.

*Cities: By Departments of Labor — Continued.*

Names of Cities and Departments of Labor.	Pay per Day	Names of Cities and Departments of Labor.	Pay per Day
<b>LYNN.</b>		<b>NEW BEDFORD — Con.</b>	
Cemetery, drainage, health, high- way, park, public grounds, water, laborers, . . . .	\$2.00	Water:	
<b>MALDEN.</b>		Blacksmiths, . . . .	\$2.35
Health, laborers, . . . .	2.00	Firemen, . . . .	2.25
Street:		Foremen, general, . . . .	4.25
Foremen, . . . .	2.50	Foremen, of laborers, . . . .	3.00
Laborers, . . . .	2.00	Laborers, . . . .	1.80, 2.00
Water:		<b>NEWBURYPORT.</b>	
Calkers, . . . .	2.50	All laborers employed, . . . .	0.25†
Foremen, . . . .	2.50	<b>NEWTON.</b>	
Inspectors, . . . .	2.50, 2.75, 3.00	Highway, . . . .	1.25, 1.50, 1.75,† 2.00, 2.25, 2.50, 3.00, 3.25, 3.50
Laborers, . . . .	2.00	Sewer, . . . .	1.00, 1.75,† 2.00, 2.25, 3.00
Time-keepers, . . . .	2.00	Water, . . . .	1.75, 2.00, 2.25
<b>MARLBOROUGH.</b>		<b>NORTH ADAMS.</b>	
Highway, sewer, water:		Public works (including ceme- tery, highways, sewer, side- walk, water, etc.):	
Foremen, . . . .	2.50, 3.00	Foremen, . . . .	2.00
Laborers, . . . .	1.50, 1.75, 2.00	Laborers, . . . .	1.50
Pipe layers, . . . .	2.25	<b>NORTHAMPTON.</b>	
Stone cutters, . . . .	2.25	Highway, . . . .	1.75 @ 2.50
<b>MEDFORD.</b>		Sewer, . . . .	2.00
Cemetery, . . . .	2.00	Water, . . . .	1.75 @ 2.00
Highway, sewer, . . . .	1.75, 2.00, 2.25, 2.50	<b>PITTSFIELD.</b>	
Water:		Public works (including high- way, sewer, sidewalk, and water):	
Pipe layers, . . . .	2.25	Foremen, . . . .	3.00
Laborers, . . . .	2.00	Laborers, special, . . . .	2.25, 3.00
<b>MELROSE.</b>		Laborers, general, . . . .	1.75
Cemetery, laborers, . . . .	2.00	<b>QUINCY.</b>	
Public works (including high- way, sewer, and water):		Cemetery, public works, sewer:	
Engineers (crusher), . . . .	3.00	Laborers, general, . . . .	1.75
Engineers (steam roller and drill), . . . .	2.50	Special men, . . . .	2.00
Foremen, . . . .	2.50, 3.00	<b>SALEM.</b>	
Inspectors, . . . .	2.50, 3.00	Electrical:	
Laborers, . . . .	2.00	Foremen, . . . .	15.00 §
Teamsters, . . . .	2.00	Linemen, . . . .	2.00
<b>NEW BEDFORD.</b>		Health:	
Cemetery, laborers, . . . .	1.00 @ 2.00	Foremen, . . . .	15.00 §
Park:		Laborers (collection of garb- age, etc.), . . . .	2.00
Keepers, . . . .	2.00	Park, laborers, . . . .	2.00
Laborers, . . . .	1.80	Public property (cemetery, pub- lic buildings):	
Poor:		Florist, . . . .	15.00 §
Farmers, . . . .	30.00*	Foreman (of cemetery), . . . .	15.00 §
General work and scrubbers (women), . . . .	10.00 @ 30.00*	All others, . . . .	2.00
Nurses (both sexes), . . . .	25.00 @ 35.00*	Shade tree, general, . . . .	2.00
Public works (including sewer, street, etc.):			
Foremen, . . . .	2.50		
Laborers, general, . . . .	1.80		
Scrapers, "hokey-pokey men,"	1.50		
Tailmen, . . . .	2.00		
Teamsters, . . . .	2.25		

\* By the month, including board.

† Paid by the hour.

† Largest number at this rate, next largest at \$2.00, and only a few employed at the highest and lowest rates quoted.

§ By the week.

*Cities: By Departments of Labor — Concluded.*

Names of Cities and Departments of Labor.	Pay per Day	Names of Cities and Departments of Labor.	Pay per Day
<b>SALEM — Con.</b>		<b>WALTHAM — Con.</b>	
Street, sewer:		Sewer:	
Foremen, . . . . .	\$8.25	Laborers, . . . . .	\$1.80
Others, . . . . .	2.00	Pipe layer, . . . . .	2.50
Water, . . . . .	2.00	Street:	
<b>SOMERVILLE.</b>		Collectors of garbage, . . .	2.00
Health, highway, sewer, water, .	2.00	Drivers (one horse), . . .	1.90
<b>SPRINGFIELD.</b>		Drivers (two horses), . . .	2.05
Scavenger:		Engineer, . . . . .	2.50
Drivers, . . . . .	2.00	Laborers, . . . . .	1.80
Helpers, . . . . .	1.60	Pavers, . . . . .	2.75
All other departments, laborers,	1.75	Stablemen, . . . . .	2.00
<b>TAUNTON.</b>		Others, . . . . .	2.25, 2.50
Cemetery, park, sewer, street,		Water:	
water, per hour 17½ cents,		Calkers, . . . . .	2.25
rate for 8 hours, . . . . .	1.40*	Drivers and stablemen, . . .	2.00
Poor, . . . . .	1.50	Firemen, . . . . .	2.90
<b>WALTHAM.</b>		Laborers, . . . . .	1.80
Cemetery:		<b>WOBURN.</b>	
Gardener, . . . . .	14.00†	Highway, . . . . .	1.75, 2.00
Assistant, . . . . .	2.00	Sewer, . . . . .	1.75, 2.00
Laborers, . . . . .	1.80	Water, . . . . .	2.00, 2.25
Laborers (inexperienced), . .	1.60	<b>WORCESTER.</b>	
Electrical, general work, . .	2.50	Cemetery, laborers (average), .	2.09
Health (one man, driver, etc.), .	15.00†	Park, by the hour, rates for 8	
Park, laborers, . . . . .	1.80	hours, . . . . .	1.47@1.84
Public buildings, carpenter, .	2.75	Sewer, street, water, . . . .	1.85

\* Customary day, 10 hours, \$1.75.

† By the week.

**THE PROGRESS OF CO-OPERATION IN GREAT BRITAIN.\***

By direction of the Legislature, † this Department prepared in 1886 a report upon Co-operation in Great Britain, especially co-operative distribution. The figures contained in that report showed that in 1883, the latest year for which the facts were obtainable, there were in existence in the United Kingdom 1,304 distributive and productive co-operative societies, of which 1,153 made returns, showing a share capital of £7,467,849 (\$37,339,245), and including 680,165 members. In 1899, the number of societies making returns had risen to 1,802, including 1,677,018 members, and having a share capital of £26,365,482 (\$131,827,410). This remarkable increase in co-operative effort, largely confined to workmen, certainly deserves the attention of all interested in social betterment.

\* Report on Workmen's Co-operative Societies issued by the English Labor Department. — Report of the Thirty-third Annual Co-operative Congress, 1901.

† Resolves of 1885, Chap. 51.



The relative representation of the societies for distribution and of those for production in this movement may be seen from the following figures. Out of the 1,802 societies included in the aggregate, 1,535 were engaged in distribution. These societies had 1,623,476 individual members, and a share and loan capital of £23,612,358 (\$118,061,790). On the other hand, the societies engaged entirely in co-operative production numbered 267, with 48,198 individual members, and a share and loan capital of £1,415,687 (\$7,078,435). Besides this, there were 618 of the distributive societies which were also engaged to a greater or less extent in production, employing in that way £1,337,437 (\$6,687,185) in share and loan capital. The goods produced by the distributive societies are not usually sold in the market directly but are transferred to the distributive departments of such societies and there sold in the ordinary course of trade. The total sales (including sales of goods produced and those merely bought and sold) amounted to £75,380,506 (\$376,902,530) during the year 1899, increasing more than £5,000,000 (\$25,000,000) over the preceding year, the transactions showing an aggregate profit, including interest on shares but not on loan capital, of £7,765,322 (\$38,826,610). The societies directly employed 81,971 persons, of whom 34,593 were employed in production.

The distinctively productive societies comprised 22 producing food preparations (including bakeries); eight engaged in corn milling; 123 in dairying; and 114 in miscellaneous forms of production, such as metal working, boot and shoe making, tailoring, brickmaking, printing, etc.

It may serve to bring the magnitude of these figures forcibly before the reader to say that the total number of members interested in these societies, including those for distribution and production and disregarding possible duplications of individuals, is equivalent to nearly four times the total average number of persons employed in the manufacturing industries of Massachusetts (census of 1895), the total number of employes of the co-operative societies being nearly 20 per cent of the average number employed in our manufacturing industries; that the total co-operative share and loan capital corresponds to nearly 26 per cent of the capital invested in Massachusetts manufactures in the census year; and that the total sales for the year made by the co-operative societies reached a sum amounting to about 44 per cent of the total annual output of our manufacturing industries, as indicated by the census referred to.

Of course in computing the total membership the same person is possibly counted more than once, as he may be connected with more than one society. Nevertheless, the statistics sufficiently indicate the great popularity of the co-operative movement in the United Kingdom. It has evidently passed far beyond the experimental stage, and evinces in its generally successful operation the soundness of the principles upon which it is based.

These principles are well summed up in the comprehensive report issued by the English Labor Department, as follows :

Membership is open to all comers, the committee of the Society, however, usually having the right to veto the admission of any persons whose membership is regarded as likely to be detrimental to the interests of the Society. Subject only to this qualification, the share-list of a workmen's Co-operative Society is never closed.

The shares in a workmen's Co-operative Society (which are invariably issued at par value) are in all cases of small amount (usually £1), and may generally be paid-up by small weekly or quarterly instalments, or even by the automatic accumulation of the sums accruing to the holder as his share in the profits of the Society, without the necessity for any cash payment beyond a trifling amount paid on allotment.

The bulk of the share capital is withdrawable at short notice. A certain number of the Societies, however, compel each member to hold at least one transferable share (which can be realized only by sale).

In these Societies, almost without exception, each individual possesses one vote, irrespective of the number of shares held by him. In cases in which share capital is owned by other Societies, these Societies are usually allowed extra votes in proportion to the amount of share capital held by them.

Proxy voting is almost unknown in these Societies.

The return on share capital is in most cases limited to a fixed rate of interest (usually five per cent per annum). The surplus profits remaining after the payment of the fixed rate of interest on share capital are distributed in certain agreed proportions, in some cases between the customers of the Society, in others between the customers and the employees, in others again between the customers, the employees, and the shareholders, but in no case do the shareholders receive, in right of their capital, the whole of the profits.

Publicity of accounts is a universal feature. As a rule, the statements of accounts issued by the Societies are detailed and complete.

The Societies are, with few exceptions, formed under laws specially passed to meet the requirements of the industrial classes and not under the Companies Acts, as ordinary joint-stock undertakings.

The plan of co-operative distribution as it existed in England, familiarly known as the Rochdale plan, was fully explained, accompanied by a brief historical account, in the report issued by the Bureau in 1886, to which we have previously alluded. The substance of that report is contained in a Manual of Distributive Co-operation, which is still available for distribution by the Bureau, and which outlines the methods pursued in the organization and administration of the co-operative distributive societies.

Such societies in Great Britain vary very much in size. For instance, there is a society at Forth, in Scotland, which has but 10 members, and possesses no capital, but the 10 members send a periodical order for goods to the Scottish wholesale society, to be delivered at the house of one of their number and thence distributed. At the opposite end of the scale may be cited the Leeds Industrial Society, having a membership of 48,000 and a capital of £733,664 (\$3,668,320), and making annual sales amounting to £1,473,702 (\$7,368,510). Membership in these societies is open to all persons of either sex over 16 years of age. It will be understood, however, from what has been said, that persons applying for membership must pass an election by the Committee of Management. The moderate first payment required on shares facilitates membership by persons of small financial resources.

The English Industrial and Provident Societies Acts, which control the operation of the societies, prohibit any member holding shares in

excess of the nominal value of £200 (\$1,000), but capital may be invested in the form of loans to the society up to any limit fixed by its rules. It frequently happens that the capital increases beyond the society's requirements, and in some of the older societies a limitation of share capital, well within the limit fixed by the Act, has been created by rule, in order to prevent the unnecessary accumulation of capital. Facilities are afforded for transferring the first share taken up by a member to new members. Such shares cannot usually be withdrawn but are transferable in this way. But all shares subsequent to the first are withdrawable, and in many cases the withdrawable share capital is treated by the members as a savings fund, somewhat like a savings bank account, portions of which may be withdrawn from time to time.

Although the interest on share capital is fixed in the distributive societies generally at five per cent, a lower rate has prevailed in some societies in recent years, partly caused by the increase of capital beyond immediate requirements. The general view held by the promoters of such societies is that the society exists in the interest of the consumer, as such, and not of the investing capitalist, and the interest on share capital varies in many cases according to the amount of purchases, this principle being kept in mind. The interest accumulating on shares and also the dividends on purchases may, if the member desires, be added to his share capital account, and when the full limit of share capital permitted to any single person by the Act or by the rules of the society is reached, the money as it becomes due is credited to the member as loan capital advanced by him to the society.

In the words of the English report upon which this article is based :

It is this process of transfer of interest and dividends to share and loan capital that has led to the large accumulation of capital in the retail distributive Societies, and has given them the character of an automatic savings bank, in which a member's capital is constantly increasing without any actual investment being made by him directly out of his ordinary income. The account books of almost every old-established Society would show numerous instances of members who, having invested in cash only one or two shillings, and having in the course of a number of years withdrawn many pounds sterling, still have a substantial balance standing to their credit.

The Acts under which the societies operate also permit them to receive deposits of not more than 10 shillings in one sum, or not more than £20 in all from any one person, credited to him as loan capital and withdrawable upon not less than two days' notice. This provision also has operated to increase the capital at the disposal of the societies. The surplus capital thus accruing in various ways is invested as opportunity is found, frequently in undertakings upon a co-operative basis, such, for example, as the co-operative wholesale societies, which are formed for the purpose of supplying, at wholesale, commodities to the retail distributive societies, or in the various productive co-operative societies. Loans are also sometimes made to members on mortgage, or invested in real estate leased to members. Other investments consist of sums loaned on account of various cotton spinning, railway, and canal undertakings.

The following paragraph relates to the expenses of management, not including under that head the actual services of persons constantly employed as clerks, or of operatives engaged in production :

In most Societies the services of the Committee are unpaid; but in some of the larger Societies a small fee (sixpence to one shilling per meeting) is given as an allowance for out-of-pocket expenses. The office of secretary, except in the case of the large Societies, is seldom one carrying with it a salary sufficient to enable the holder of it to devote his whole time to the work of his office. A very large part of the secretarial work of co-operative Societies is done by secretaries engaged in other occupations during the day, who regard the work which they do for their Society as occupation for their leisure hours in the evening, and are very frequently willing to perform this work without remuneration. A secretary is subject to periodical retirement and re-election or otherwise by a general meeting. The office of treasurer is usually subject to the same conditions as that of a secretary; but of late years there has been a tendency to abolish the office of treasurer, and to substitute the Society's Bank as treasurer.

Based upon the experience of 1899, which was a fairly typical year, the distributive societies, to the extent of some 68 per cent of their business, were engaged in distributing articles obtained from co-operative sources. Of course, so far as this is the case, these societies can control the industrial conditions under which the goods are produced. Many societies, however, still obtain their supplies in open market. Whether a society should follow the one plan or the other is a frequent subject of discussion among those interested in the movement.

Goods are sold at ordinary market prices, and to the general public at the same prices as to members. Customers are given "tokens" representing the value of their purchases, which are used as the basis of determining the sums due in apportioning their quarterly or semi-annual dividends upon purchases. Non-members share in such dividends at one-half the rate given to members. Before the dividends upon sales are awarded, a certain sum is set aside as a reserve fund, provision is made for charitable or educational funds or grants, and for the fixed rate of interest on shares.

It has always been claimed by the promoters of the co-operative movement that certain moral and educational advantages are inherent in the system, and that these are as important as the possible financial benefits. It has therefore been the custom for the societies to promote by liberal grants libraries, lectures, classes, entertainments, and other institutions for social improvement, as well as to provide for aiding in the general progress of co-operation.

In 1899, the distributive societies set aside out of their profits £21,471 (\$107,351) for charity, £56,158 (\$280,790) for general educational purposes, and £6,566 (\$32,830) for propaganda.

The societies interest themselves in encouraging savings on the part of their members, and about 500 of the societies have established penny savings banks, having in the aggregate at the close of 1898, £500,000 (\$2,500,000) credited to depositors, upon which interest was being paid at the rate of  $4\frac{1}{6}$  per cent per annum.

Although the system of cash trading has been considered fundamental in such societies, it appears that during 1899 this was not strictly adhered to, since some 928 retail societies gave credit to their customers for a longer or shorter time. As an offset to the risk involved in making credit sales, the rules of the societies provide that the society may have a lien upon a member's share capital for debts due by such member.

Although the general management of the societies is in the hands of its elective officers, the general technical and business operations are performed by paid employes, the total salaries or wages paid by the distributive societies being equivalent to 4.3 per cent of the amount of sales during the year 1899.

Profit-sharing is not generally adopted, although it has been frequently advocated. There were, however, in 1899, 234 societies, having a total number of 13,149 employes, engaged in distributive production, which had adopted the system of profit-sharing and had allotted to their employes profits for the year amounting to £28,855 (\$144,275) in the aggregate.

The average working hours of the employes, based upon returns from 1,123 societies, covering 27,712 distributive employes, were, for the year 1896, 53.6 per week.

The co-operative wholesale societies, carrying out the democratic principle upon which the co-operative movement is based, are federations, mainly of retail distributive societies, formed, as we have said, for the purpose of supplying the retail societies with the commodities distributed by them. In the English Wholesale Society membership is confined to societies registered, with limited liability, under the Industrial and Provident Societies Acts or the Companies Acts. They are required to hold three £5 shares for each 20, or fraction of 20, members, and are entitled to one vote to each 500 (or fraction of 500) members for whom they have taken up shares. The Scottish Wholesale Society admits as members only societies registered under the Industrial and Provident Societies Acts, excluding, however, societies dealing in intoxicating liquors, and such societies are required to hold one £1 share for each of their own members, and have one vote by right of membership, an additional vote for the first £1,000 (\$5,000) of purchases made in the preceding year, and another vote for every complete £2,000 (\$10,000) of purchases beyond that amount. The employes of this society are also permitted to become shareholders, and to be represented in the general meetings of the society.

The wholesale societies, like the retail societies, are managed by committees elected by the members. The English and Scottish wholesale societies assist each other in general business operations, and in some departments have joint buyers and depots, sharing the expenses and management.

The return on share capital in the wholesale societies is limited by rule to five per cent. After setting aside reserves and grants for special purposes, dividends are paid to customers as in the retail societies, non-members who may have made purchases receiving dividends at one-half the rate paid to members. Both the English and Scottish societies have engaged in the production of certain articles required by them for distribution.

The Scottish Wholesale Society shares profits with its employes. The following paragraph explains this feature :

Profit-sharing was originally adopted by the Scottish Society in 1870, the scheme providing that its employes (all of whom were employed in distribution) should receive a dividend on their wages at double the rate of dividend paid to members on purchases. In 1883, the Society commenced production, and in 1884 this arrangement as to bonus was replaced by one which set aside the double claim of the employes, and, recognizing a difference between workers in the distributive and productive departments, established a differential rate. Under this, the distributive employes received the same rate of bonus as was the rate of dividend on members' purchases, and the rate of bonus to productive workers was determined by the net aggregate profit made in the manufacturing departments only. This arrangement was again revised in 1892, when the Society decided to pay all its employes, whether employed in its distributive or its productive departments, a bonus on wages at the same rate as the dividend on purchases paid to members, it being required that one-half of each worker's bonus shall be retained and placed to his credit in a special fund called the Bonus Loan Fund. This Fund, which at the end of 1900 amounted to a total of £14,820 (\$74,100), receives interest at the rate of three per cent per annum, and, except with the consent of the Committee, deposits with the Fund are only withdrawable after the expiration of three months from the date of the employe leaving the service of the Society.

The English Wholesale Society maintains a banking department for the benefit of co-operative societies, 621 such societies transacting their ordinary business through it in the year 1900. The profits of the banking department are divided among the customers in proportion to the business done with the bank, non-members receiving a dividend at one-half the rate paid to members. In 1900, the rate of dividend to members was one per cent upon the average debit and credit balances.

The societies engaged in co-operative production, aside from the productive departments of the wholesale societies, and of such distributive societies as may be also engaged in productive enterprises, are generally governed upon the principle of one man, one vote, an employe with a single £1 share having usually the same voting power as the larger shareholder ; although from the report rendered by the productive societies at the close of the year 1899, it appears that of the total individual membership only 15 per cent consisted of employes, and that these held only about nine per cent of the total share and loan capital. Nevertheless, of the total number of committeemen engaged in managing the productive associations, nearly 30 per cent were employes. Of the entire number of associations, however, 54, reporting about 53 per cent of the total sales, had no employes on their managing committees.

With respect to the influence of employes in the management, the report of the English Labor Department contains the following :

It appears that, so far as the particulars can be obtained, about a quarter of the total production by these associations is due to associations, the Management Committees of which are effectively controlled by the employes, and about two-thirds to associations, the management of which is practically in the hands of persons other than employes. It should, however, be remembered that, even in associations of the latter type, the interests of the employes are to some extent represented by reason of the fact that many of the individual members of these associations, who are not in the employment of these Societies, are, as a fact, workmen employed in the same industries by other employers and who have become members of the co-operative association partly out of sympathy with the system and partly in the expectation that they will themselves become employes of the association as its trade extends and more employes are required.

The productive associations usually provide by their rules that a stated percentage of the net profits shall be allotted to the employes. Of the 132 associations making return for 1899, 100 have explicit rules providing for the sharing of profits with employes; and, of these, 26 sustained a loss during the year, eight devoted their profits to extinguishing previous losses or bad debts, and 18 made no return as to the amount of profit allotted to employes. Of the others, 46 in England, employing 4,282 persons, allotted in the aggregate £12,779 (\$63,895) in dividends on wages, and 22 of these associations also invested £1,089 (\$5,445) in provident funds for the benefit of their employes. Aggregating the sums allotted directly as dividends on wages or passed to these provident funds, the total is equivalent to 6.4 per cent of the total amount of wages paid. In Scotland, three associations, employing 1,265 persons, paid £4,854 (\$24,270) in dividends on wages, and one of them invested £131 (\$655) in a fund for the benefit of its employes, these amounts aggregated being equivalent to 7.1 per cent of the wages paid in the three societies.

The so-called Workmen's Corn Mill Societies, eight in number, are operated in the interests of the consumers. Two were purely federated societies, the membership being held by societies engaged in distributive co-operation. Of the others, two had mainly an individual membership, and the others a mixed membership consisting of 363 retail distributive societies and 4,567 individuals.

The profits, after paying a fixed rate of interest on share capital, are returned to the customers as a dividend on purchases upon substantially the plan in operation in the wholesale and retail distributive societies. In no case are employes represented on the managing committees, and in one case only provision is made for sharing profits with employes.

In Ireland, the co-operative movement is of comparatively recent growth. In 1888, there were only 10 societies in existence there, all of which were engaged in distributive co-operation. In 1899, however, there were 273 societies, 123 engaged in dairying, and four in miscellaneous production; the others consisting of 17 retail distributive societies, 74 agricultural societies, six poultry societies, five engaged in home industries on the co-operative plan, one so-called co-operative agency, one wholesale distributive society, and 42 co-operative credit banks.

The distributive societies in Ireland are substantially like those in England. The co-operative productive societies consist largely of com-

binations of small farmers engaged in dairying; that is, as we should say, they are co-operative creameries, of which the producing farmers are not themselves employes, but which have been established by them largely for the production of butter. The members who supply the milk manage the business through a committee, and therefore fix the prices they receive for their milk, and they also share the profits upon its manufacture into butter in the shape of a dividend upon the value of the milk supplied.

The agricultural co-operative societies, other than the dairy societies, are combinations of farmers for marketing produce and for the purchase of such supplies as are needed by their members, such as seeds, implements, etc.

With respect to the operation of these societies, the following paragraph is explanatory:

Usually a secretary is the only person employed by the Agricultural Societies, and the capital required is much less than in the case of the Dairying Societies. The average capital (share, loan and reserve) of the 123 Dairying Societies in 1899 was £914 (\$4,570), and of the 74 Agricultural Societies £205 (\$1,025). In the latter no permanent premises are required, the orders for goods being collected from members by the secretary; tenders for the aggregate requirements are then obtained through the Irish Agricultural Wholesale Society, a Federation of Agricultural Societies, which, having the total requirements of its members before it, is enabled to purchase from the manufacturers on more advantageous terms than it is possible for the individual farmer, or even the local Co-operative Society, to obtain. It is claimed that a considerable reduction in the cost, and improvement in the quality of seeds, manures, etc., has thus been secured for the members of these Societies.

The rules relating to the division of profits usually provide that, after payment of 5 per cent on capital, one-half of the net profits shall be credited to a reserve fund, until the latter is equal in amount to the share capital, and that the remainder of the profits shall be divided among the members in proportion to their sales through, or purchases from, the Society.

The poultry societies are small co-operative societies for the collecting and marketing of poultry and eggs raised by their members, and the home industries societies extend similar assistance to the lace and embroidery makers and those engaged in other cottage industries. The Irish wholesale society is formed upon the model of the one in England. The Irish Co-operative Agency has for its purpose the marketing of the produce of the dairies of the co-operative dairy associations, and for this purpose maintains agents in the principal British trading centres. The Irish Agricultural Wholesale Society is a federation of the agricultural co-operative societies, and sustains a relation to them similar to that held by the wholesale distributive societies to the retail distributive societies.

Aside from the distributive and productive associations, the principle of co-operation has been applied in Great Britain to building societies, to co-operative credit and banking, and to co-operative insurance.

The co-operative credit banks have for their general object the creation of funds by monthly or other contribution, to be loaned to, or invested for, members of the society, or for their benefit. They are organized under provisions of law contained in the Industrial and Provident Societies Acts, so called, and the Friendly Societies Act. At the end of 1899 there were 82 registered co-operative credit societies in the United Kingdom. Of these, 12 operated under the Industrial and Provi-



dent Societies Acts, providing for the division of profits among members, borrowers, and employes, and for the creation, out of profits, of reserve funds. The members in each case are required to hold at least one share of the nominal value of £1, and the liability of members is limited to the amount of shares held by them.

The other societies, operating under the Friendly Societies Act, do not necessarily require the holding of a share as a condition of membership, and the society may operate with funds obtained from an ordinary bank upon a joint guarantee of its members, or with donations, or with deposits made with the society subject to interest, or with borrowed capital otherwise obtained.

The nature of the membership and the special features of these banks are explained as follows :

The rules provide that a member must be (1) a householder or occupier of land in the parish, whose liability is not already pledged by membership of a similar association, who applies for and is elected to membership by the Committee; (2) any person owning land in the parish who applies for and is elected to membership by the Committee, and (3) any person who shall guarantee a certain sum in favor of the Bank and is accepted as a member. Except in the case of guarantor members, every member of the Society is equally with every other member jointly and severally liable for all debts incurred by the Society, and for any loan which members or their sureties fail to pay, but each member is liable only for debts incurred and loans advanced during his membership.

The special features of the Banks registered under the Friendly Societies Act are (1) that the principle of unlimited liability has been adopted, which, as is urged by the promoters, induces care on the part of the members in granting loans; (2) that the work of the bank is confined to a small area, such as the village, parish, etc., thus ensuring that the character and needs of members wishing to borrow are known to the committee which has to consider applications; (3) that loans are granted only for a specific reproductive purpose, and for a fixed period; and (4) that the work of the bank is usually carried on by unpaid committeemen and officials, the total expenses — including interest on capital — of the 42 Banks at work in Ireland during 1899 being only £146 (\$730).

There are also in existence in England co-operative loan societies different from the co-operative credit banks, having for their object the establishment of a fund for making loans to the industrial classes, and for the repayment of the same by instalments. Some of these societies are philanthropic, obtaining their funds from donations made by the benevolent; others are founded upon principles of mutuality, obtaining their funds from members and loaning only to members, and others still are controlled by capitalists who are personally interested in loaning funds for profit to needy borrowers. The Act under which these loan societies operate prohibits more than 12 per cent per annum being charged as interest, and the society must adopt a scheme for the repayment of the loans. The element of co-operation in such societies is very limited.

The Co-operative Insurance Society is thus described :

The Society was formed by co-operators for the purpose of (1) insuring against fire any property, whether belonging to its members or not, (2) guaranteeing the honesty of persons employed by Co-operative Societies and (3) insuring the lives of members of Co-operative Societies. It was originally proposed to dispense with agents, and to carry on the whole business upon a profit-sharing basis (a portion of the surplus profits remaining after paying a fixed rate of 6 per cent on the shares being intended to be divided between the policy-holders). But in 1872, three years before the first and only division under the profit-sharing rule, it was found necessary to appoint agents, their commission being payment for local work, just as office expenses were payment for central work.

At the close of 1900 the shares of the Insurance Society were held by 456 co-operative societies and by 93 individual shareholders. Over 1,000 co-operative societies were insured in the Co-operative Insurance Society.

The financial side of the co-operative insurance movement is shown by the following statement :

At the end of 1900 the subscribed share capital of the Society was £48,140 (\$240,700), of which £10,797 (\$53,986) only had been paid-up, but its accumulated funds had reached the sum of £99,794 (\$498,970), being separated as follows :—

Life Assurance Fund, . . . . .	£28,232 (\$141,160)
Fire Assurance Fund, . . . . .	48,757 (243,785)
Accident and Fidelity Assurance Fund, . . . . .	6,593 (32,915)
General Reserve Fund, . . . . .	14,000 (70,000)
Undivided balance, . . . . .	2,222 (11,110)
	<hr/>
	£99,794 (\$498,970)

The shares are £1 each, and interest is paid annually at the rate of 6 per cent. Since the amount called-up on the shares is only 4s. per share, the payment to shareholders is equal to 4 per cent upon their paid-up capital, and  $\frac{1}{2}$  per cent on the amount of their liability in respect of the portion not yet paid-up. Each Society is entitled to one delegate, or one vote, for every £50 (\$250) or fractional part thereof, paid by it in respect of the premiums on insurances effected by it in the preceding year with the Insurance Society. The smallest number of shares that may be held by any one Society is five, on which £1 must be paid on application.

There are in the United Kingdom several newspapers established especially to promote the co-operative movement, and besides the various societies which we have described, through which the co-operative principle has been put into operation, there are seven central organizations in Great Britain, which have for their purpose the propaganda, organization, and defence of co-operative interests. These include the following :

1. The Co-operative Union, which has a membership, according to the latest returns available, of 1,108 co-operative societies, including a total individual membership of 1,620,185.

The Co-operative Union, as part of its work of propaganda, provides for conferences and meetings, supplies lecturers, and furnishes free legal advice to its members. It is also governed by an Annual Congress and by a Central Board, consisting of 63 representatives, elected by the societies affiliated with the Union. It has established two scholarships at Oxford, open to the sons of members of the societies, and especially intended to commemorate the names of Edward Vansittart Neale and Thomas Hughes, who were long identified with the co-operative movement.

2. The Labor Association for promoting production based on the co-partnership of the workers, consisting mainly of individual members, but having also 63 co-operative productive societies included in its membership. The purpose of this association is to promote the system of labor co-partnership, "under which, in the first place, a substantial and

known share of the profit of a business belongs to the workers in it, not by right of any shares they may hold, or any other title, but simply by right of the labor they have contributed to make the profit; and in the second place, every worker is at liberty to invest his profit or any other savings in shares of the Society or Company, and so become a member entitled to vote on the affairs of the body which employs him."

3. The Co-operative Productive Federation consists of 58 productive societies, federated for the purpose of forming new markets and obtaining new capital in the interests of such societies.

4. The International Co-operative Alliance has for its object the promotion of co-operation by international discussion and correspondence, and the establishing of commercial relations between co-operators in different countries for their mutual advantage.

5. The Irish Agricultural Organization Society is organized to promote co-operation, especially in the line of production, among Irish men and women, and the improvement of their efficiency in this direction, and to assist in the profitable marketing of the produce of its members, and to promote their interests in the purchase of raw materials and implements.

6. The English Women's Co-operative Guild has for its special work the organizing of women as co-operators for the study and practice of co-operation and other methods of social reform, and the improved conditions of domestic life. This guild operates through branches which are grouped into districts and sections, and in its work is affiliated closely with the Co-operative Union.

7. The Scottish Co-operative Women's Guild is organized upon lines corresponding to the similar guild in England.

At the Thirty-third Annual Co-operative Congress, held in May, 1901, 1,138 persons were present, representing the wholesale and retail productive societies affiliated with the Co-operative Union, and the report of the Central Board not only furnishes much valuable information as to the extent and present condition of the co-operative movement, but reflects the earnest and progressive spirit which actuates those who are interested in it. There is evidently a wide field for self-help and the promotion of thrift through co-operative effort which, as previous reports of this Bureau have pointed out, is practically uncultivated in America. There are a few distributive societies in Massachusetts, but their development has been so limited that even in the provisions of law governing their operations but little attention is devoted to them. In fact, they operate under the general corporation law instead of under a special statute, as in Great Britain, drawn especially to meet the requirements of industrial co-operators, as distinguished from ordinary joint stock operations.

The experiments in productive co-operation in the United Kingdom are especially interesting, and we present a summary table relating to 240

of the more important societies of this kind, showing for each branch of production the facts as to employes, membership, capital, and management, at the end of the year 1899.

TRADE GROUPS.	Number of Em- ployes Dec. 31, 1899	MEMBERSHIP			Share and Loan Capital	MEMBERS OF MANAGEMENT COMMITTEE		
		Em- ployes	Other Indi- viduals	Societies		Em- ployes	Other Indi- viduals	Representa- tives of Societies
ENGLAND AND WALES.	6,276	3,222	16,131	3,206	£958,562	332	488	215
Building trades, . . . .	204	176	1,354	8	15,485	28	45	-
Metal, engineering, and ship- building:								
Engineering, . . . .	67	34	419	88	12,206	3	16	8
Shipbuilding, . . . .	18	11	96	5	1,748	2	11	1
Other metal trades, . . .	716	231	536	276	28,840	33	50	25
Textiles, . . . .	1,458	915	1,724	1,070	198,606	26	53	32
Clothing:								
Boots and shoes, . . . .	1,537	1,082	2,223	357	77,486	172	57	3
Other clothing, . . . .	431	404	529	185	17,912	25	10	2
Agriculture and fishing, . .	79	6	705	57	20,142	-	70	4
Printing and allied trades, .	578	129	941	568	72,328	14	46	37
Woodworking and furnishing,	312	88	261	63	36,918	14	18	14
Pottery and brickmaking, .	317	21	324	77	24,212	-	2	12
Bread and food preparation, .	123	60	1,376	108	26,160	3	48	9
Bass dressing and brushmak- ing, . . . .	36	20	116	15	1,455	8	12	5
Leather trades, . . . .	24	21	99	5	3,317	4	5	-
Corn mills, . . . .	376	24	5,448	414	422,247	-	45	63
SCOTLAND.	1,568	116	8,020	554	327,442	5	156	66
Quarrying, . . . .	45	16	26	12	1,136	4	7	-
Textiles, . . . .	355	74	1,416	337	74,022	-	5	15
Printing and allied trades, .	97	8	332	82	18,000	1	13	16
Bread and food preparation, .	1,071	18	6,236	123	234,284	-	131	35
IRELAND.	722	80	17,674	12	90,569	11	1,512	28
Dairy societies, . . . .	578	40	17,610	9	88,162	3	1,498	28
Miscellaneous, . . . .	144	40	64	3	2,427	8	14	-

The productive operations of the English and Scottish wholesale societies are exhibited in the following table, which permits comparisons for the years 1890 and 1900.

YEARS.	ENGLISH SOCIETY		SCOTTISH SOCIETY		AGGREGATES	
	Number of Productive Employes	Value of Product	Number of Productive Employes	Value of Product	Number of Productive Employes	Value of Product
1890, . . . . .	1,969	£350,630	1,024	£113,449	2,993	£464,079
1900, . . . . .	7,462	2,626,516	4,669	1,460,307	12,131	4,086,383

The value of the product (at cost) turned out by the English wholesale society in 1900 was £2,626,516 (\$13,132,580), and that of the Scottish society for the same year was £1,460,307 (\$7,301,535). The productive operations of these wholesale societies, it will be remembered,

are entirely distinct from and in addition to those of the co-operative societies entirely devoted to production, for which statistics were presented in the previous table. The latest figures for a considerable number of the societies, both distributive and productive, afford a comparison for the last three months of 1900 and 1901. These are given in the following table, based upon data contained in the English Labor Gazette, March, 1902, with which we close.

SOCIETIES AND LOCATION.	SOCIETIES MAKING RETURN		SALES			
	Number	Members	In 4th quarter of—		Increase in 1901 over 1900	
			1900	1901	Amount	Percentage
<b>RETAIL DISTRIBUTIVE SOCIETIES.</b>						
England and Wales, . . . .	1,171	1,707,057	12,272,878	12,822,670	549,792	4.5
Scotland, . . . . .	907	1,413,977	9,586,687	10,048,779	462,092	4.8
Ireland, . . . . .	255	290,362	2,671,468	2,755,265	83,797	3.1
	9	2,718	14,723	18,626	3,903	26.5
<b>WHOLESALE SOCIETIES, DISTRIBUTIVE DEPARTMENTS.</b>						
England and Wales, . . . .	1,407 *	1,589,484 *	6,180,100	6,437,707	257,607	4.2
Scotland, . . . . .	1,092 *	1,315,235 *	4,648,654	4,839,609	190,955	4.1
Ireland:	287 *	370,920 *	1,484,465	1,557,892	73,427	4.9
Butter agency, . . . .	Not stated	Not stated	43,940	38,167	7,773 †	17.7 †
Agricultural, . . . .	28 *	3,329 *	3,041	4,039	998	32.8
<b>WHOLESALE SOCIETIES, PRODUCTIVE DEPARTMENTS.</b>						
England and Wales, . . . .	-	-	1,076,365 †	1,164,344 †	87,979	8.2
Scotland, . . . . .	-	-	615,160 †	674,493 †	59,333	9.6
	-	-	461,205 †	489,851 †	28,646	6.2

\* Number and membership of federated societies. The figures for the Irish Co-operative Butter Agencies not stated.

† Transfers from productive to distributive departments.

‡ Decrease.

## REVIEW OF EMPLOYMENT AND EARNINGS.

SIX MONTHS ENDING APRIL 30, 1902.

The following review presents a summary of the conditions affecting employment and earnings for the six months ending April 30, based upon special reports and comparisons made by agents of the Bureau relating to the principal industrial centres of the Commonwealth. The statistics of persons employed and of earnings are based upon comparisons for the weeks ending October 12, 1901, and April 12, 1902.

**BOSTON.** Increased activity is reported in the *clothing* industry. Improvement is shown as compared with the six months preceding the present report and also as compared with the corresponding date in 1901. Apparently, employment will continue full for the present, as the spring demand is

fairly strong. The selling value of product shows no change, and, except slight advances in certain grades of cotton fabrics, there appears to be no change in the cost of materials. Although rates of wages remain as at date of our last report, earnings of piece-workers are enlarged corresponding to the enlarged employment. Establishments generally are running on full time, but not quite up to full capacity. Collections are good.

In *Cooking, Lighting, and Heating Apparatus*, especially lamps and electrical and gas fixtures, operations have been limited during the winter, with increased employment noted at present, promising still greater improvement as the season advances. No change appears in wages. Establishments, although running full time, are restricted to about 50 per cent of full capacity. Collections are fair.

In *Metals and Metallic Goods*, employment has been fairly good during the past six months, and in the iron foundries, notwithstanding the increased cost of the raw material, prospect for the immediate future is favorable. In brass foundries and in the manufacture of brass goods generally, business is active, with larger numbers employed than in the fall of 1901. Little change is reported in employment, earnings, or output from establishments making tinware and kitchen utensils. Although running on full time these establishments are not occupied up to full capacity.

In *Machines and Machinery*, employment is active, and seems likely to continue at present level, but the increased cost of iron and steel together with the difficulty in obtaining prompt delivery of raw stock retards enlargement of output. Establishments are running on full time, and, except as affected by present conditions governing supplies of material, nearly up to full capacity. Wages are unchanged. Collections good.

In the manufacture of *Musical Instruments*, diminished activity is noted, largely due to the season. Orders now coming in, however, forecast a successful year. No changes are reported in wages, cost of materials or prices of product.

In the *building* industry, there have been a large number of plans for projected work in the market for estimates and a larger number of contracts awarded during the present spring than for the corresponding season in 1901. Mercantile structures predominate but operations have not been confined to this class of work. There is some speculative building and the season opened earlier than usual upon high class suburban residential work. The conditions are deemed favorable for a larger amount of work in the industry generally than was undertaken last year. The tendency at present is toward higher prices in the cost of stock, and, although no advances have yet been made in wages, it seems to be the prevailing opinion that such advances will be made in some branches. Competition is sharp, and the margin of profit very small.

In the *brewing* industry, the late fall and early winter trade was fairly good, but employment and earnings have been affected by the general strike of the brewery employes for reduction in hours of labor and other concessions, which began on the morning of April 3. The cost of stock continues to rise. Selling prices are practically unchanged. The following statement shows the comparative production of malt liquors in Massachusetts, by months, for the period under review: October, 1901, 161,316 barrels; November, 139,640 barrels; December, 127,826 barrels; January, 1902, 124,795 barrels; February, 112,646 barrels; March, 169,015 barrels. The aggregate number of barrels brewed during the first three months of the present year was 406,466 as against 348,508 brewed during the first three months of 1901.

In the manufacture of *temperance drinks*, business has been normal during the past winter, and demand is up to the usual spring limit. Increased activity is expected about May 1. Manufacturers are not operating to more than one-fourth to one-half of capacity. Wages, cost of stock, and selling prices have not changed.

In the *printing* industry, employment has been full during the winter. Several establishments report exceptionally heavy business. Since March, however, less activity has prevailed although employment may be said to be normal for the spring months. Establishments are running at from 45 per cent up to full capacity, and at from 45 to 54 hours per week. The wages of compositors were advanced February 1. The cost of stock is somewhat higher, and prices for work exhibit a stronger tendency. Collections are good.

Establishments in the various industries reporting 6,676 employes for the week ending October 12, 1901, report 6,210 for the week ending April 12, 1902, a decrease of 6.98 per cent; the payroll for the employes named, for each week, respectively, dropped from \$85,366 to \$73,860, a decline of 13.48 per cent. The decline in number employed and in earnings was mainly due to difference in seasons.

**BROCKTON.** Employment in factories devoted to the manufacture of *men's boots and shoes*, for the six months covered by this review, has been better than during the corresponding months of 1900 or 1901, and as compared with the half year covered by our last bulletin report. At the date our review closes, however, business is retarded by the closing of the spring season, but orders coming in indicate a resumption of activity. It is generally reported, however, that the margin of profit is small. Shipments for the six months ending April 12 aggregated 330,774 cases as against 307,984 for the six months immediately preceding, and 279,231 for the corresponding period ending in April, 1901. Little change is reported in the cost of leather to the manufacturer, and although concessions are asked for in the selling price of the output it is held that such a lowering of prices can only be obtained at the sacrifice of quality, since a reduction in labor cost is out of the question. Establishments generally are running

full time, but, as stated, they are, for seasonal reasons, not working up to full capacity. This, of course, affects employment and earnings, since large numbers of the employes are piece workers not now making full time. Rates of wages are unchanged. Collections are reported good.

Comparing the weeks ending October 12, 1901, and April 12, 1902, for identical establishments reporting, the number of persons employed shows an increase of 21.05 per cent and the earnings for the week a gain of 14.42 per cent.

**CAMBRIDGE.** In the *boiler making* industry, conditions remain substantially unchanged since our last report but show greater activity than in 1901. The cost of plate steel and boiler tubes, as well as that of other grades of iron, has advanced, and selling values of product have been raised slightly, but not as yet meeting the increase in the cost of raw materials. Establishments are running on full time but not up to full capacity. Rates of wages remain unchanged. Collections are considered good.

In *machine shops and foundries* employment has increased, but operations are at present retarded on account of the advance in the cost of raw material and the difficulty in obtaining prompt deliveries. Selling prices have been slightly increased but not sufficiently to meet the increased cost of the product. Wages remain unchanged. Establishments are running on full time but to only 80 per cent of full capacity.

In the manufacture of *tinware and kitchen utensils*, no changes in conditions affecting employment are noted. Establishments are running on full time but to only about one-third of full capacity. Wages remain as at the date of our last report. Collections are good. One large plant in this line has changed hands, reverting to a former owner, and the prospects are favorable for enlarged production with, of course, increase in employment and earnings.

An increase of 1.54 per cent appears in persons employed and of 6.33 per cent in aggregate earnings for the week, identical establishments reporting for the weeks ending October 12, 1901, and April 12, 1902, being used as the basis of comparison.

**CHICOPEE.** In the *cotton goods* industry, the mills are running on regular time, with employment practically full. In certain departments an increase in capacity is noted, together with the employment of a larger number of persons. Wages are unchanged. Selling prices have slightly advanced.

In the manufacture of *knit woollen goods*, diminution of activity is reported since December 1st as compared with the corresponding season in 1901, although conditions are now more favorable. The mills are running 55 hours per week, and up to about 40 per cent of full capacity. There has been no change in wages in this industry since our last report. Cost of stock is somewhat higher and selling prices have also slightly advanced.

Comparing reports from establishments making return for the weeks ending October 12, 1901, and April 12, 1902, we note a decline from 3,104 to 3,094 in persons on the rolls, practically no change, the weekly payrolls being, respectively, \$19,587 and \$19,746.

**FALL RIVER.** In the *cotton goods* industry, enlarged employment and earnings appear as compared with the six months covered by our last report. The mills are running on full time and up to full capacity. Raw cotton has advanced about one cent a pound, and the selling value of print cloth has also advanced. The rate of wages in the mills was advanced 10 per cent March 17. Increase in the capitalization of one mill and enlargement of the plant is reported, and we note the erection of a new mill of large size which will materially increase the spindle power in the industry.

Establishments reporting 4,658 persons employed for the week ending October 12, 1901, report 4,730 for the week ending April 12, 1902, a gain of 1.55 per cent, the payroll for these employes rising from \$34,969 to \$40,372, a gain of 15.48 per cent.

**HAVERHILL.** Seasonal conditions affect employment and earnings in *Boots and Shoes*, although in the industry generally business for the six months covered by this review has been better than for the corresponding period of 1901. Orders now being received indicate activity in the future, although manufacturers generally complain that the margin of profit is small. It is held that the conditions in the industry existing at present, as compared with those of former years, operate to the disadvantage of the small manufacturer since styles of shoes are not only growing more numerous but are continually changing, involving corresponding expense in changing lasts and patterns. No changes of importance are reported in the cost of stock or in selling prices, although the latter are considered to have a downward tendency. Rates of wages remain unchanged. Collections are good. Shipments of shoes for the six months ending April 12 aggregate 235,983 cases as compared with 196,139 cases for the six months immediately preceding, and 218,425 cases for the corresponding six months ending April, 1901.

Establishments reporting 2,316 persons employed for the week ending October 12, 1901, return 2,623 for the week ending April 12, 1902, a gain of 13.26 per cent, the weekly payroll showing a gain from \$21,048 to \$26,925, or 27.92 per cent.

**HOLYOKE.** With but few exceptions, the establishments in the *paper* industry are extremely busy, reporting full employment continuing during the winter and spring. The exceptions are due to particular conditions affecting individual establishments. There is a brisk demand for all grades of paper and in some lines difficulty in filling orders. Increase of manufacturing capacity is reported from certain establishments. Raw stock is somewhat higher, and selling prices firmer.

In *textiles*, the mills generally are running on full time. An increased production of cotton cloth, thread, yarns, and warps will be shown over 1901. Thread and cloth mills are running up to full capacity with an increase in machinery noted in the thread mills. The establishments manufacturing alpaca goods have also enlarged their capacity. Establishments producing woollens for men's wear show an increased output as compared with the fall of 1901, and are now running at from three-fourths up to full capacity. Enlarged employment is reported in the manufacture of blankets, with establishments running to full capacity. Wages in all industries are practically upon the same basis as in the fall of 1901. Such changes as are reported have been made merely to equalize earnings in certain establishments. There have been no strikes or serious labor differences. The cost of raw cotton is slightly higher; that of wool, as a whole, is unchanged. Selling prices of cotton goods are firmer, and those of alpacas somewhat reduced as compared with our last report. Collections in all industries are generally good.

Identical establishments reporting persons employed for each of the weeks ending October 12, 1901, and April 12, 1902, show a gain from 7,081 to 7,459 or 5.34 per cent, and an increase in the weekly payroll from \$57,801 to \$58,749, or 1.64 per cent.

**LAWRENCE.** In general, the conditions as to employment and earnings in the manufacture of *textiles* are good, although labor troubles and uncertainties are noted in some quarters. The mills have had an excellent demand during the spring, and were also busy during the winter months. The worsted mills have been especially active, finding it necessary to run overtime in some departments. In the woollen mills, conditions are more satisfactory than for some years. Additional looms have been put in, and thus the productive capacity increased. Advance orders indicate that establishments will run up to full capacity for some months. Rates of wages are practically the same as at the date of our last report. The cost of raw material is higher and selling prices exhibit a firmer tendency. Cotton cloth mills have also been extremely active during the winter and spring, and are now running to full capacity, and the print mills report full employment with greater activity than during the corresponding months of 1901 or the months covered by our last review. Mills using water power have lost a few days' time by reason of high water during the spring but this has not seriously affected production.

The aggregate numbers employed in establishments in the different industries, for the weeks ending April 12, 1901, and October 12, 1902, are, respectively, 18,205 and 19,440, an increase of 6.78 per cent, the weekly payrolls being, respectively, \$144,813 and \$152,895, a gain of 5.58 per cent.

**LOWELL.** Increased output, with corresponding enlargement of employment and earnings, is reported in the manufacture of *woollen goods* with orders still coming in in good volume, although one establishment reports a considerable amount of product on hand, made in advance of the season and not yet sold. No change is reported in the cost of raw materials or in selling prices. Wages remain unchanged. Establishments are running on full time and up to full capacity. Collections are good.

In *machines and machinery*, conditions vary in different establishments, according to the kind of machinery manufactured, and here as elsewhere the increase in the cost of iron and steel, with difficulty in obtaining it, is interfering with the progress of the industry. Establishments are running on full time, however, and nearly all of them up to full capacity. No change is reported in the rate of wages. Collections are good.

In the *cotton goods* industry, mills are running on full time and up to full capacity. Business shows increased activity as compared with the six months covered by our last report. The rate of wages remains unchanged, and under present conditions, considering both the selling price of the special lines of product made in the factories of the city and the advance in the cost of cotton, no advance in wages is thought to be possible.

The number on the payrolls for the weeks ending October 12, 1901, and April 12, 1902, respectively, confining our comparison to identical establishments reporting in the different industries, was 14,522 and 16,264, a gain of 12 per cent; the payrolls, respectively, being \$111,080 and \$124,843, a gain of 12.39 per cent.

**LYNN.** Conditions in the *morocco* industry parallel those reported for Peabody, the domestic demand for finished goat leather falling off during the spring until recently. Increased activity is now noted. Manufacturers of kid leather under contract for dealers have been busy during the winter, and this condition continues. Establishments are generally running full with practically full employment which indicates confidence in future business conditions. The industry has experienced labor difficulties relating to the matter of wages, finally resulting in the acceptance by the glazers in four establishments of a basis of payment analogous to the piece system, although not so designated. In other establishments, an advance of weekly wages was conceded based upon the understanding that an increased amount of work should be performed. Strikes more or less protracted have occurred in several establishments. Under new system referred to above, earnings have somewhat increased, although it is stated that the labor cost is actually no higher to the employer. The cost of raw material shows a firmer tendency than in October, 1901. Selling prices remain substantially unchanged. Collections are good.

In the manufacture of *ladies', misses', and children's boots, shoes, and slippers*, the output has declined as compared with that of the spring or fall months of 1901. Some establishments report the



poorest season in some years. There are indications, however, of a resumption of activity, since the recent orders forecast enlarged employment in these lines. Foreign demand has fallen off, particularly that from Australia, the recent tariff adopted in that country having seriously affected our export trade. Factories producing *boots and shoes*, generally, are running on full time but at diminished production, and, as a rule, to from 50 to 75 per cent of full capacity. There has been no change in the wage schedule during the past six months. Some grades of stock are higher, and selling prices of product have advanced slightly. Collections are good.

The returns from identical establishments in different industries, reporting for each date, indicate diminished employment and earnings for the week ending April 12, 1902, as compared with that ending October 12, 1901, the change being due largely to the difference in seasons. The number on the rolls in the establishments referred to for the weeks named declined from 2,561 to 2,088 or 18.47 per cent, the weekly payroll changing from \$28,085 to \$20,332, a drop of 27.61 per cent.

**NEW BEDFORD.** Conditions in the *cotton goods* industry here are similar to those reported for Fall River, with the exception that the increase of 10 per cent in wages which, wherever granted, went into effect April 7 instead of March 17. Mills reporting are running on full time and up to full capacity. Collections are good.

Identical establishments reporting for the weeks ending October 12, 1901, and April 12, 1902, show an increase in persons employed from 3,193 to 3,230, or 1.16 per cent, the weekly payroll rising from \$26,144 to \$30,231, or 15.63 per cent.

**Peabody.** The demand for *morocco leather* continued good up to January first, fully equaling that of the preceding year. Subsequent depression has affected the manufacture of sheep and goat leather. Increased activity was manifested, however, after the second week in April, and this improvement has continued. The dullness referred to is attributed to the depressed condition of the shoe trade, in fact lines of product outside the shoe industry have been in active demand throughout the spring months and demand was also good during the fall and winter. Factories in general are running at approximately three-fourths of full capacity, and some at not more than one-third. The margin of profit is very close. Rates of wages continue as at the date of our last report, although individual establishments have been able to substitute a lower grade of labor for that previously employed. No material change has taken place in the cost of raw stock or in the selling prices of product.

In the *machinery* industry, principally leather machinery, the conditions, as a whole, during the six months covered by our review have been better than for the corresponding months in 1901, and the outlook is considered good. Establishments are running to full capacity. Wages are unchanged. Selling prices continue as in 1901, although the cost of stock is somewhat higher.

Persons employed in identical establishments making report for the weeks ending October 12, 1901, and April 12, 1902, show little change, the numbers respectively being 1,345 and 1,316, the payroll declining from \$13,588 to \$12,990, a loss of 4.40 per cent.

**WOBURN.** In the production of *leather*, employment has been restricted and operations generally have shown diminished activity during the winter months, and, although firms reporting are now running on full time, few are running up to full capacity. Cost of raw material remains about the same as at the date of our last report, and no change is reported either in wages or in the selling price of product. Collections are good.

In the manufacture of *heels, stiffenings, and inner-soles*, business is quiet at the date of closing our report, but with increased activity in the shoe factories better conditions will undoubtedly prevail. Establishments are running on full time but only to about 60 per cent of full capacity. Wages remain unchanged. Collections are good.

No change of importance appears in the comparison of the number of persons employed in establishments reporting for each of the weeks ending October 12, 1901, and April 12, 1902, the aggregates being 1,214 and 1,202, respectively. The weekly payrolls were \$11,998 and \$11,724, a decline of 2.28 per cent.

**WORCESTER.** Industrial conditions generally in this city are satisfactory with employment and earnings fully up to the level of 1901, indeed, increased activity is reported in some industries as compared with the fall months. In the manufacture of *wire and wire rope* the mills are running on full time, and up to full capacity, and the same report applies to establishments producing *rolling-mill machinery*. In the last named industry, changes in the character of the plant have been made, dispensing with the service of night gangs and enabling an equal amount of work to be produced during the day at a lower labor cost.

In other departments of the *machinery* industry generally, full employment is reported. The establishments are running on full time, although not always up to full capacity. In general, there have been no changes in wages during the past six months, although in certain lines increased earnings are reported. In the manufacture of wool carding machinery, especially, advance orders promise continued full employment during the summer.

In the production of *artisans' tools*, including machine tools, machine knives, and shears for machinery, business is active although the depression of trade in Europe has somewhat affected production for export. Difficulty is experienced in getting prompt delivery of raw material for use in this industry. Establishments are generally running on full time and up to full capacity with the outlook very encouraging. No general change in wages is reported but advances have been made in some branches of the industry.

Establishments engaged in making *boilers* have been fully employed during the winter and the activity has continued through the spring and, except as retarded by the difficulty in obtaining raw material, seems likely to continue. In some establishments the number of hours per week worked by the employés has been reduced from 60 to 55 through the voluntary action of the employers.

Establishments making various kinds of *metallic goods* report active demand with full employment, well up to the level of 1901, and this condition seems to have continued through the winter. Establishments are generally running full time. Individual instances in certain branches show a decline of possibly five per cent in the spring output but these cases are exceptional and, even allowing for the small shrinkage indicated, conditions generally are very satisfactory. Foundries are actively employed and as a rule working up to full capacity. Rates of wages remain as during the fall months of 1901, although special advances in certain departments have been made during the spring.

In the *woollen goods* industry, particularly *satinets*, employment is fully up to the level of the corresponding months of 1901. Mills are running on full time and up to full capacity, and the general condition is good. Wages are unchanged.

In the *building trades*, there is less activity reported than was expected early in the year although a change in conditions is anticipated as the season advances. Wages have not changed in this industry, and raw material is generally somewhat higher than during the closing months of 1901.

As our report closes, the machinists are agitating for the introduction of nine hours as the standard day's work in shops not working fewer hours; that overtime up to 12 P.M. shall be paid for at the rate of not less than time and a half, but after 12 P.M. and on Sundays and legal holidays work, if performed, shall be rated at double time; that night gangs shall receive overtime as above for all hours over 54 per week; that in the employment of apprentices one shall be allowed for the shop and in addition not more than one for each five machinists employed; no change to be made in existing contracts; wages to be increased 12 per cent over present rates, and employers to receive a committee of machinists in the settlement of all disagreements.

Establishments in the different industries making return for each of the weeks ending October 12, 1901, and April 12, 1902, show a decline in the number of persons employed from 7,647 to 7,489 or 2.07 per cent, the payroll for these persons dropping from \$91,494 to \$88,595, or 3.17 per cent.

To summarize: The reports by industries indicate an increase in the number of persons employed for the week ending April 12, 1902, as compared with that ending October 12, 1901, in the following: Boots and Shoes (except in soles, heels and cut stock where a slight decline is shown); Clothing; Cotton Goods; Machines and Machinery; Paper; Printing, Publishing, and Bookbinding; Print Works, Dye Works, and Bleacheries; Woollen Goods; Worsted Goods. A decline, under a similar comparison, is shown in the following: Building; Cooking, Lighting, and Heating Apparatus; Leather; Liquors (Bottled) and Carbonated Beverages; Liquors (Malt); Metals and Metallic Goods; Musical Instruments and Materials.

In the aggregate the establishments which were canvassed in the different industries show an increase in the number of persons employed in the comparison of weeks named from 73,850 to 76,664, a gain of 3.81 per cent. The weekly payroll of these persons, respectively, rose from \$661,098 to \$678,161, or 2.58 per cent.

By cities, the comparison for the weeks named indicates a less number of persons employed in Boston, Chicopee, Lynn, Peabody, Woburn, and Worcester, although the decline is less than one per cent in Chicopee and Woburn. An increased number employed is indicated in Brockton, Cambridge, Fall River, Haverhill, Holyoke, Lawrence, Lowell, and New Bedford.

As compared with April, 1901, returns from identical establishments indicate an increase in persons employed of 5.53 per cent and an increase in the weekly earnings of 7.44 per cent.

Assuming an index figure of 100 as indicating the level of employment (or, in other words, using 100 to represent the number of persons employed) in February, 1898, which is the date of the first bulletin review published by the Bureau, the percentages of increase from period to period, based upon the periodical reports contained in subsequent bulletins, indicate a constantly increasing number employed until January, 1900, the index figure at that time being 122.35. A subsequent decline brings the comparative figure to 102.50 in July of that year or nearly down to the level of February, 1898. Resumption of activity carried the index figure to 107.63 in October, and to 109.84 in April, 1901. The index figure for October, 1901, was 112.47, and it becomes 116.76 for April, 1902, the date of closing the present review, which may be considered a gain of 16.76 per cent upon the number employed in February, 1898. The figure corresponds closely with that for September, 1899. The population index figure for April, 1902, using a base of 100 for February, 1898, is 109.65, assuming a regular rate of increase in population as determined by the annual increase between the census years 1895 and 1900. Starting with 100 as representing weekly earnings for February, 1898, and measuring the increase or decrease from time to time as shown by the percentages of increase or decrease in the bulletins, the index figure reached 132.72 in January, 1900, declined to 115.09 in July, 1900, and has risen by successive stages to 137.36 in April, 1902, the highest point reached since 1898. *That is, starting in each case at a base of 100 in February, 1898, the index figures for April, 1902, are: Population, 109.65; employment, 116.76; weekly earnings, 137.36.*

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## QUARTERLY RECORD OF STRIKES.

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The number of labor disagreements occurring in Massachusetts during the first three months of 1902 is 82, including 28 in January, 16 in February, and 38 in March. In addition to the strikes inaugurated during the first quarter of the present year, there were 10 disputes settled, these having been pending since the last quarter of 1901.

The controversies during the quarter under consideration were far more numerous than during the last quarter or during the corresponding quarter of 1901. Taken as a whole, they were of a much more serious nature. In a few instances, large establishments shut down entirely, thus forcing hundreds of employ  s into idleness. Lockouts were resorted to by some employers, strikes having been threatened or inaugurated in such cases. Trades unions were involved in nearly 60 per cent of the disputes.

A condensed tabular statement of the causes and results of the strikes follows :

CAUSES OF STRIKES.	RESULTS OF STRIKES					Total Number of Strikes
	Succeeded	Com- promised	Failed	Pending	Not Stated	
Wages, . . . . .	4	13	20	-	5	42
Hours of labor, . . . . .	2	3	1	-	-	6
Wages and hours of labor, . . . . .	4	3	2	1	2	12
"Sympathetic," . . . . .	-	-	5	4	-	9
Other causes, . . . . .	5	3	5	-	-	13
TOTALS, . . . . .	15	22	33	5	7	82

The following statement shows the cities and towns wherein labor disputes took place, and the number occurring in each: Boston, nine; Lynn, eight; Fall River, seven; Lowell, five; Gloucester, Quincy, South Hadley, and Worcester, three each; Fitchburg, Holyoke, North Adams, Northampton, Pepperell, Somerville, and Westfield, two each; Athol, Blackstone, Bridgewater, Brockton, Cambridge, Chelsea, Dartmouth, Dedham, Easthampton, Framingham, Haverhill, Hubbardston, Huntington, Lawrence, Lenox, Leominster, Marlborough, Maynard, Milford, Newbury, Pittsfield, Plymouth, Swampscott, Waltham, Webster, Wellesley, and West Springfield, one dispute each.

The industries or class of workmen involved in the disagreements together with the number occurring in each were as follows: Cotton goods, 12; building trades, nine; teamsters, eight; operatives in boots and shoes, paper, and woollen goods, seven each; granite employes, six; street railway employes, five; employes in food preparations, three; freight handlers, employes in metals and metallic goods, and railroad employes, two each; silk operatives, woodworkers, piano finishers, newsboys, marine engineers, printing pressmen, and employes in clothing, coal companies, machines and machinery, breweries, cutlery, and jewelry, one dispute each. It will be noted that the disputes occurring in the textile industry were more numerous than in other industries. This excess is largely due to the sympathetic action of the weavers of the American Woollen Company in aid of the Olneyville, R. I., strikers, and also to the fact that the operatives in many of the Fall River mills left work alleging that the full 10 per cent increase in wages, which took effect March 17, was not granted them.

With regard to the amount of time lost and number of employes affected, we find that in 11 cases, affecting 330 employes, places were filled almost immediately, only a few of the strikers returning; in 15 instances, the strike lasted one day and affected 398 workmen; in five instances, two days, involving 301 employes; in two instances, three days, involving 150 employes; in two instances, five days, involving 18 employes; in 11 cases, one week, affecting 20,812 workmen; in five

cases, two weeks, affecting 396 employés; in two cases, three weeks, 60 being involved; in three instances, one month, involving 572; in one instance, six weeks, 64 being affected. In eight difficulties, the duration of the strike was not stated but the number involved aggregated 420. In four cases, 972 were involved and the trouble was pending May 1. Although our record closed March 31, we have stated the results of the strikes as far as completed up to May 1.

In the aggregate, the number of persons involved in 45 of the strikes under consideration was about 22,500. The total number of working days lost was about 148,300.

The most important strikes of the period were those of the teamsters and freight handlers in Boston. The strike of the teamsters was inaugurated January 20 on account of the refusal of master teamsters to assent to an agreement submitted by Team Drivers International Union, Local 25, to take effect on January 10. The agreement fixed 11 hours in 12 for the working-day, and provided for an increase in wages, pay for over-time, etc. On January 20, nearly all the opposing firms signed the schedule with the exception of the R. S. Brine Transportation Co., so that the trouble became practically a strike against said company. The strikers' places were filled by non-union men. The freight handlers and allied workmen threatened to strike, refusing to handle goods carried by non-union teamsters. On January 24, a temporary injunction was issued against the strikers and the officers of the Allied Freight Transportation Council. On January 27, the R. S. Brine Transportation Co. applied for a permanent injunction to restrain strikers. The union entered a cross bill for injunction. On February 28, the injunction against the union and officials, except the president of the Council, was made permanent. About 200 team drivers were involved in the difficulty. The strikers have not been reinstated by the Brine Co., nor has any agreement been concluded between this company and the union.

The freight handlers' strike was started March 8 by the employés in the South Boston freight house of the New York, New Haven, & Hartford Railroad Co., the cause being the failure of the company to reinstate men whom they had discharged for refusing to handle goods from teams of the R. S. Brine Transportation Co. The original number of strikers was between five and six hundred; within three days from the inauguration of the trouble, the number had been augmented to nearly 20,000, all the freight handlers, teamsters, longshoremen, and dock laborers going out in sympathy. All unions handling merchandise voted to strike. The New York, New Haven, & Hartford Railroad Co. filled the strikers' places in the freight yards with Italian laborers who had been held in readiness, the road officials having been cognizant of the intended strike for more than two weeks. Conferences between the parties in interest, during which the efforts of the State Board of Conciliation and the officials of the Allied Freight Transportation Council, aided by the personal in-

fluence of the Governor, the Mayor, and leading business men, were directed towards an equitable settlement of the points at issue, resulted in a speedy termination of the strike. On March 15, nearly all the strikers had returned to work. The New York, New Haven, & Hartford Railroad Co., as well as the Boston & Albany, refused to reinstate the strikers except as they were needed, while the Boston & Maine took all its men back. The coal dealers throughout the city reinstated all their strikers with the exception of about 35 men. The Walworth Manufacturing Co. refused to take strikers back.

### STATISTICAL ABSTRACTS.

#### Relief Department—Baltimore & Ohio Railroad Co.

The membership of the Relief Department of the Baltimore & Ohio Railroad Co. at the close of the fiscal year, June 30, 1901, consisted of 37,242 persons, the average monthly membership numbering 34,496.

The nature of the benefits paid by the Department during the year ending June 30, 1901, together with the number and cost may be seen from the following tabular statement:

CLASSIFICATION.	Total Number of Payments	Total Cost	Average Payments
Deaths—accident on duty, . . . . .	119	\$130,307	\$1,095
Deaths—other causes, . . . . .	256	147,625	577
Disabilities—Injured in discharge of duty, . . . . .	8,464	100,835	12
Disabilities—sickness, etc., . . . . .	10,405	155,541	15
Surgical expenses, . . . . .	6,427	12,105	2
TOTALS, . . . . .	25,671	\$546,413	\$21

The company's contribution to the Relief Feature during the year was \$16,000, while its annual contribution to the Pension Department was increased to \$75,000, thereby totalizing \$91,000, the amount of expense borne by the B. & O. R.R. Co. during the fiscal year in the operations of the Relief Department.

The total number of members on the pension roll on June 30, 1901, was 332, while the total amount paid to pensioners during the year was \$55,831.

The Savings Feature of the Relief Department is a very important one. During the year, \$3,308.844 was loaned to employes for the following purposes: Building 1,331 houses; buying 1,569 houses; improving 352 houses; and releasing liens on 866 houses. An extra dividend of one and one-half per cent was declared to all depositors in the Savings Feature having accounts bearing interest at the close of the year ending June 30, 1901, making five and one-half per cent per annum.—*Thirtieth Annual Report, Relief Department, B. & O. R.R. Co.*

#### Factory Inspection in Michigan, 1901.

From the Ninth Annual Report of the Inspection of Factories in Michigan, we note that in 1901 there were 5,573 factories inspected in the State. The average daily running time was 9.4 hours, while the total number of employes was 183,756, 155,238 of this number being males while 28,518 were females. The factories employing children numbered 663, the number of children employed being 3,822. The average daily wages of foremen in factories were \$2.73, daily wages of employes other than foremen and salaried officers being \$1.57. In factories inspected, 408 accidents were reported during the year; of these, 72 were fatal and 233 were serious. Fourteen of the injured were under 16 years of age. The number of persons receiving wages during disability was 109, while 199 persons received other benefits during incapacity.

#### Immigration into Boston in 1901.

The immigrants arriving at the port of Boston during the year 1901 numbered 28,060. Of these, 8,163 emigrated from Ireland, 7,860 from Sweden, 3,978 from England, 2,331 from Norway, and 1,985 from Finland. Immigration was further increased in 1901 by the arrival of 24,297 aliens who arrived at ports of Massachusetts from the Dominion of Canada.—*Boston Chamber of Commerce, 1901.*

#### Wages in Baltimore.

The following tabular statement shows the daily wages paid in specified occupations in 1890 and 1901 in Baltimore, the figures being collected by the Bureau of Industrial Statistics of Maryland:

OCCUPATIONS.	1890	1901
Common laborers, . . . . .	\$1.25	\$1.25
Carpenters, . . . . .	2.00 to 2.50	2.00 to 2.50
Iron molders, . . . . .	2.00 to 2.25	2.25 to 2.75
Farm laborers, . . . . .	0.50 to 0.75	0.50 to 0.75
Blacksmiths, . . . . .	2.00	1.75 to 2.25
Bricklayers, . . . . .	4.00 to 4.50	2.50 to 3.00
Machinists, . . . . .	2.00	2.00 to 2.75
Painters, . . . . .	2.50	2.50
Stonecutters, . . . . .	3.50	3.25 to 3.50

**Industrial Accidents in New York.**

The number of industrial accidents in New York, as reported to the Department of Labor, during the last three months of 1901 was 762. Of the number injured, 696 were males, and 67 females. The accidents caused by machinery numbered 381, just one-half of the total number. As to the results of accidents, 650 resulted in temporary disability, 92 in permanent disability, 15 in death, while in five cases the result was not stated.

**Classification of Population of Canada.**

Of the population of 5,371,051 persons\* shown by the census of March 31, 1901, 2,751,478, or 51.23 per cent, were males and 2,619,573, or 48.77 per cent, females. Classified by nationalities, there are 1,649,352 (30.71 per cent) French, 1,263,575 (23.53 per cent) English, 989,858 (18.43 per cent) Irish, 798,966 (14.88 per cent) Scotch. — *Labor Gazette, Ottawa, April, 1902.*

**Employment of Married Women in London.**

The number of married or widowed women in employment in London in 1901 was 170,610. Of these, 30,381 were between 25 and 30 years of age; 42,984 were between 35 and 45 years; 42,880 between 45 and 55 years. According to the census reports, about one-ninth of the married or widowed women between 25 and 35 years of age were returned as being engaged in remunerative occupations; one-sixth of those between 35 and 45; and nearly one-fourth of those between 45 and 55. In the aggregate, one-sixth of the married or widowed women were returned as being in employment. The occupations having the largest number employed were domestic service, dressmaking, tailoring, needle work, and nursing. — *Labor Gazette, London, April, 1902.*

**Pauperism in Great Britain.**

According to the *Labor Gazette* for March, the number of paupers receiving aid in Great Britain, in February, 1902, was very much larger than in February, 1901. The number of paupers relieved on one day in February, 1902, in 35 selected Urban Districts of the United Kingdom was 356,188, or 214 to each 10,000 of estimated population. The paupers aided were distributed as follows: England and Wales, 289,590; Scotland, 39,900; and Ireland, 26,608.

**Co-operation in Italy.**

It is not quite 50 years since the inception of co-operation in Italy. The early growth of co-operative societies in the peninsula was very slow and little was done until 1870 after which period a steady development took place, until at the present time there are 4,522 co-operative societies of all kinds, with a membership of 990,400, and capital amounting to \$26,961,548. — *Bolton King. — The Co-operative Wholesale Societies, Limited, 1902.*

**Employment of Women and Children in Italy.**

A bill to regulate employment of women and children, brought before the Italian Chamber of Deputies, provides as follows:

No child under 10 years of age shall be employed in a factory, quarry or mine. Boys under 13 and women shall not be employed for underground work in quarries or mines. Boys from 10 to 15 years old and women not of age shall be allowed to work only provided they hold medical certificates showing that they are healthy and sufficiently strong for the work for which they apply. Boys under 15 and women not of age shall not be employed in dangerous or unhealthy work. Minors shall not be allowed to work unless they hold employment books showing the date of birth, a health certificate, a certificate of vaccination and of fitness for the work chosen. The local health officer must conduct the medical examinations and furnish the certificates. The cost of medical examinations and employment books is borne by the community. Boys under 15 years and women not of age are forbidden to do night work unless they are already employed in factories, quarries, and mines on the day on which the law takes effect.

Children of both sexes, 10 but under 12 years of age, shall not work more than eight hours in 24 in each day; children 12 but under 15 years old shall not work more than 11 hours, and women under age not more than 12 hours. The Minister of Agriculture, Industry and Commerce may lengthen the day's work to 12 hours for children from 12 to 15 years old if this seems necessary, provided such action is approved by the National Health Commission. The day's work for minors must be broken by one or more periods of rest of one hour each if work continues from six to eight hours. Women not of age and children under 15 years must have one full day of rest in every seven. The employer must see that rooms in which such employes work or sleep are kept in healthful condition. — *Societe Rundschau, Vienna, August, 1901.*

**Free Municipal Employment Bureaus of Paris.**

During 1899, 79,136 applications for employment were made to Free Municipal Employment Bureaus in Paris, 27,065 by men and 52,031 by women; employment was offered by patrons in 78,116 cases, in 21,829 cases for men and 56,287 for women; 70,806 places were filled by the bureaus, employment being found for 19,326 men and 51,480 women. — *Annuaire Statistique de la Ville de Paris, 1899, Paris, 1901.*

**Strikes and Lockouts in Germany in 1900.**

There were 1,462 strikes reported in 1900. In 1,433 of these, which terminated during the year, 122,803 strikers and 7,740 establishments were involved, entailing a loss of about \$1,302,750. Success resulted in 275 cases, representing 10.3 per cent of the strikers, failure in 653 cases, representing 35.5 per cent of strikers, and compromise in 506 cases, representing 54.2 per cent of strikers. Building trades employes were involved in 507 strikes, of which 496, settled during the year, affected 33,074 strikers and 2,869 establishments; 121 of these succeeded, 217 failed, and 158 were compromised. Thirty-eight lockouts, of which 36 ended during the year, affected 607 establishments and 9,085 strikers. — *Streiks und Aussperrungen im Jahre 1900. Berlin, 1901.*

\* The population of Canada was erroneously overstated in our Bulletin No. 21, issued in February. The correct figures are now given.

**Labor Legislation in Germany.**

An ordinance of the Federal Council of Germany, dated January 31, 1902, relative to labor of women and minors employed in the manufacture of chicory, where motor force is used, forbids women and minors to work or remain near drying ovens in operation in chicory factories, or in shops used for manufacture of chicory in which more than temporary use is made of an elementary motor power (steam, water, gas, air, electricity, etc.). The ordinance further provides for the posting of notices to this effect in such shops or factories, the ordinance to remain in force for 10 years, beginning April 17, 1902. — *Revue du Travail, March, 1902. Brussels, Belgium.*

**Unemployment in Germany.**

According to investigation made by Dr. Otto Richter of the Bureau of Statistics, Berlin, there were, on November 1, 1901, 98,000 unemployed persons (72,116 men and 20,884 women) in Germany, 40,760 of these being in building and metal-working industries, and 18,763 carpenters, joiners, cabinet-makers, etc.

**Children's Savings Banks in Germany.**

Detailed reports for August, 1901, from 1,779 savings banks for school children showed 246,142 depositors with deposits amounting to about \$600,000. The report stated that banks of this kind had been established during the past century in 4,055 places in Germany. — *Sociale Rundschau, Vienna, August, 1901.*

**Service of Statistics of Labor in Spain.**

By a royal ordinance of August 31, 1900, the Ministry of the Interior, Department for Social Reform, was entrusted with the administration of the service of statistics of labor. Among the points to be considered were mentioned: Number of persons employed, by sex, age, and nature of employment; immigration and emigration, drift of population from country to cities and towns; economic conditions of working classes, their food, clothing, and homes; wages and hours of labor; strikes; accidents to workmen; hygienic condition of shops, etc.; insurance and pension funds; savings banks; unions and associations. — *Sociale Rundschau, Vienna, December, 1901.*

**Strikes in Austria in 1901.**

During 1901, 249 strikes and three lockouts occurred in Austria. The 249 strikes involved 673 firms and 23,137 strikers (87.6 per cent of all persons employed); aggregate time lost amounted to 216,399 days; 59 strikes, affecting 3,914 strikers, were successful, 73 (3,872 strikers) were compromised, and 118 (8,019 strikers) failed. The duration was from one to five days in 58.2 per cent of the strikes and from six to 10 days in 17.3 per cent, the remaining 24.5 per cent varying from 11 to more than 100 days. Dissatisfaction with wages was the cause of 41 per cent of the strikes; hours of labor the cause of 14.9 per cent, and discharge of workmen the cause of 13.9 per cent. In the three lockouts, occurring in the textile industry, 302 persons were involved. One lockout lasted six days, one four days, and one one-half day. In all three cases the employes were re-instated. — *Sociale Rundschau, Vienna, January, 1902.*

**Union of Shoemakers in Austria.**

At a convention held in Vienna, December, 1901, an association was formed to unite the 90 existing unions of shoemakers, for more effective work. Plans were made for the establishment of a fund, supported by contributions from the members, from which relief is to be given to unemployed members; during a strike aid will be granted only after the second week. — *Sociale Rundschau, Vienna, January, 1902.*

**Schools of Housekeeping in Belgium.**

In May, 1888, two schools of housekeeping were established in Brussels, the object being to instruct the daughters of workmen in domestic economy. These were the first schools of the kind to be started in Brussels, although there were then 15 similar institutions in other parts of Belgium. In May, 1901, 235 schools and classes of housekeeping had been organized under the laws and received subsidies from the State; about 30 were in process of organization; and many were working independently. — *La Réforme Sociale, Paris, February 16, 1902.*

**Cotton Mills in Japan.**

In 1896, there were 61 cotton mills in Japan with 692,334 spindles. The average number of males employed daily was 11,394 at 20 cents per day, the average number of females being 36,087 at 12 cents per day. — *George H. Wood, F. S. S. — The Co-operative Wholesale Societies, Limited, 1902.*











## Cat

# MASSACHUSETTS.

1902.

HORACE G. WADLIN, *Chief.* CHAS. F. PIDGIN, *First Clerk.* FRANK H. DROWN, *Second Clerk.*

CONTENTS.		Page
LEADING COURT DECISIONS RELATING TO LABOR—1901,		67-79
Introduction,		67
Conspiracy.—Blacklisting,		67
Combination in restraint of trade,		67, 68
Eight hour law.—Employment of union labor,		68
Employment agencies,		69
Employers' liability,		69-74
Injunction.—Picketing.—Strikes,		74-77
Mechanics' lien,		77, 78
Protection of motormen.—Screen law.—Constitutionality of act,		78
Wages,		78, 79
QUARTERLY RECORD OF STRIKES,		80-82
Labor disputes in Massachusetts for three months ending June 30, 1902,		80, 81
Important strikes during the quarter,		81, 82
LABOR ORGANIZATIONS IN MASSACHUSETTS,		83-97
Introduction,		83
Classification by industries,		84-97
National government employes.—City and town government employes.—Professional.—Domestic service.—Personal service.—Trade.—Transportation.—Boots and shoes.—Building trades.—Carriage and wagon workers.—Clothing.—Electrical apparatus and appliances.—Food preparations.—Furniture.—Gas-house workers.—Leather.—Liquors: Malt, distilled, and fermented.—Metal workers.—Pattern and last makers.—Musical instruments and materials.—Paper and paper goods.—Printing and bookbinding.—Railroad construction and equipment.—Rubber and elastic goods.—Shipbuilding.—Soap workers.—Stone workers.—Textile workers.—Tobacco and cigar workers.—Whip makers.—Woodworkers.—Laborers.—General summary.—National organizations.—Central labor unions,		84-97

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AUG 20 1902

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No. 23.

AUGUST.

1902.

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*Conspiracy. — Blacklisting.*

October 29. *Trimble v. Prudential Life Insurance Company of America*; 64 *Southwestern Reporter* — 915. (Common Law) Court of Appeals of Kentucky.

In the lower court judgment had been rendered against the plaintiff who alleged conspiracy to prevent his obtaining employment, charging that he had applied to certain insurance companies for employment and was refused by reason of their agreeing not to employ one who had been discharged by the defendant company. The action of the lower court was affirmed. The Court said:

The Sun Life and Metropolitan Companies had the right to employ or not to employ any applicant as they pleased. The alleged agreement that neither of them would employ one who had been discharged by either of the other two was contrary to public policy, and not obligatory. The refusal of the two companies to employ applicant was therefore their voluntary act. It violated no legal right of his, and . . . he has no cause of action.

(The case of *Baker v. Metropolitan Life Insurance Company*.)

Chief of Bureau of Statistics of Labor.

*Charles B. Bradley,*  
*With compliments of*



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(The case of *Baker v. Metropolitan Life Insurance Co.*; 64 *Southwestern Reporter* — 913, decided same day, is similar to the foregoing.)

*Combination in Restraint of Trade.*

February 27. *Gatzow v. Buening et al.*; 81 *Northwestern Reporter* — 1003. (Common Law) Supreme Court of Wisconsin, on an appeal.

In this case, it appeared that for services at a funeral a hearse and carriage had been leased and put in charge of a non-member of the liverymen's association of Milwaukee, which had a rule binding its members not to allow carriages owned by them to be put in charge of non-union drivers. The secretary of the association, learning of the facts, caused the drivers of the hearse and carriage to remove the vehicles, his action being fully ratified by the owner. The plaintiff, who had engaged the vehicles for use at the funeral of his child, sought to recover damages, alleging

injuries caused by an alleged unlawful conspiracy; exceptions were taken in the lower court, and a new trial having been refused, the case finally came to the Supreme Court which reversed the judgment of the lower court and ordered a new trial. In support of this action, the Supreme Court said:

All combinations in restraint of trade are contrary to public policy and illegal, unless they are for the reasonable protection, by reasonable and lawful means, of persons dealing legally with some subject matter of contract. A combination that will resort to such means as the ruthless breaking in upon the solemnities of a funeral ceremony, or that aims to entirely monopolize such an essential to the burial of the dead according to the customs of the country as is usually furnished in cities by liverymen, and to stifle competition and hamper individual, independent industry in regard to such business as to paralyze individual effort and compel every person, in order to obtain proper facilities for a funeral, to submit to the dictates of the combine, will not stand the test above indicated.

*Eight Hour Law. — Employment of Union Labor.*

December 20, 1900. *Fiske v. People ex rel. Raymond*; 58 *Northeastern Reporter* — 985. Supreme Court of Illinois. In this case was involved the constitutionality of a city ordinance requiring contractors upon public work to employ none but members of labor unions, and stating that they must not permit their employés to work more than eight hours in any one day under penalty of forfeiture of contract. The lower court entered judgment against the ordinance, and the Supreme Court sustained its action, declaring that both the ordinance and certain provisions of the specifications for the work drawn in harmony therewith were unconstitutional and void. With respect to the case the Court said:

It infringes upon the freedom of contract, to which every citizen is entitled under the law. It is true that a legislative act which prescribes the length of time amounting to a day's work, when no special agreement upon the subject is made between the parties, is a valid act. But any statute providing that the employer and laborer may not agree with each other as to what time shall constitute a day's work is an invalid act.

January 11, 1902. *State v. Atkin*; 67 *Pacific Reporter* — 519. Supreme Court of Kansas. In Kansas, as in many other states, it is provided by law that eight hours shall constitute a day's work for all laborers, workmen, and mechanics upon public employment, and contracts for public work are brought under the same statute. In the case at bar, a contractor for paving in Kansas City had permitted one of his employés to work more than eight hours a day. The constitutionality of the law had been previously upheld in Kansas but the question involved in this case was whether the city was such an agent of the State as to bring it under the statute. In the lower court this point had been decided affirmatively, and the judgment of the lower court was sustained.

July 6. *Beard v. Board of Commissioners*; 65 *Pacific Reporter* — 638. Supreme Court of Kansas, on appeal from judgment in favor of the defendants in an action brought against them by the plaintiff to recover pay for services in excess of eight hours a day. The judgment of the lower court was affirmed. The Court did not undertake to construe the eight hour law in its application to the claim in question. It appeared that even if the eight hour law was applicable to the case, the plaintiff waived his rights under that law by demanding and receiving compensation on a basis other than that upon which he now sought to stand. As his employment proceeded, and as his work was performed, he demanded and received compensation for his labor as though it were the only compensation to which he was or would be entitled. That is to say, he received a regular monthly salary and rendered service from ten to twelve hours a day, at no time making any claim of employment for other than the stipulated monthly salary, nor any claim for additional compensation, until the close of his period of service, when he rendered an account for extra hours of labor in excess of eight per day, basing his claim upon a statute establishing eight hours for a day's work for laborers, and other workmen employed by the State, and its counties, which Act, according to the construction placed upon it, also provided for payment for time in excess of eight hours per day. The Court said:

While Section 2 of the Act in question declares that contracts for the performance of public work shall be deemed and considered as made upon the basis of eight hours constituting a day's work, yet the effect of that section is not to annul contracts fully executed by the laborer, and fully paid by the county, as agreed by the laborer, long after the work has been performed and payment has been received.



*Employment Agencies.*

October 24. *Price v. People*; 61 *Northeastern Reporter* — 844. Supreme Court of Illinois. In this case the constitutionality of the statute establishing public employment agencies in Illinois, and requiring all persons who desired to maintain private agencies to obtain licenses, was called in question. The lower court had entered judgment in an action brought under the statute and the defendant appealed. The constitutionality of the Act was upheld, as within the exercise of the police power of the State.

*Employers' Liability.*

January 2. *Dickinson v. West End Railroad Company*; 59 *Northeastern Reporter* - 69. Supreme Judicial Court of Massachusetts. Action was brought by Dickinson, an employé of the railway company, to recover damages for injuries incurred by him when off duty and while being gratuitously transported. In the defence it was claimed that the accident was caused by the negligence of the motorman, a fellow servant, engaged in the same service as the employé who was injured, and that therefore the company was not liable. Judgment was rendered in favor of the defendant in the Superior Court of Suffolk County and carried to the Supreme Judicial Court upon exceptions. These objections were sustained, the Court holding:

The question . . . is whether the plaintiff was on the defendant's car as a passenger at the time of the accident, or whether he was at that moment in the service of the defendant, in such a sense that the negligent motorman was his fellow servant.

The defendant had made a rule "permitting policemen, firemen, advertising agents, news agents, and employés of the defendant company in uniform, to ride free at any time." . . . At the time of the accident plaintiff was riding on the front platform, under this rule, wearing his uniform. Persons riding gratuitously under this rule are passengers, as well as those who pay their fare. . . . The fact that he had been in the defendant's service during the day would not make him a fellow servant with the motorman while riding in the evening under the rule, any more than if he had been a policeman or a news dealer.

January 29. *Small v. Allington & Curtis Manufacturing Co.*; 48 *Atlantic Reporter* — 177. Supreme Judicial Court of Maine. In a suit to recover damages brought by an employé, a verdict in favor of the plaintiff was rendered. On a motion for a new trial, brought by the defendant, the Court granted the motion. It appeared that the plaintiff had been injured in the process of work requiring the blocking up of a construction upon which he was employed and the use of what is ordinarily called a double fall and tackle. In reviewing the case, the Court said:

The accident was unquestionably caused by the failure of those engaged . . . while the tackle was to be unfastened, to exercise sufficient care. But this was the fault of the plaintiff and his fellow servants, or some one or more of them. The defendant had performed its full duty when it had provided suitable appliances necessary for the work . . . and had employed competent and sufficient workmen. . . . Even if any negligence can be attributed to the superintendent in the performance of this work . . . necessarily incidental to the employment of both the superintendent and the plaintiff, it was the negligence of the fellow servant, for which the defendant is not liable, according to the unbroken line of authorities in this State.

March 27. *Missouri, Kansas, & Texas Railway Co. v. Chumlea*; 61 *Southwestern Reporter* — 524. (Common Law) Court of Civil Appeals of Texas, upon an appeal from the judgment of the lower court in favor of the plaintiff who had received damages for injuries alleged to have been incurred while in the employ of the railway. The Appellate Court decided that when a servant injured in the employ of his master executed a release to the master in part consideration of being retained in the same capacity in his employ, and returned to work in this capacity, and afterwards voluntarily accepted other work, he could not withdraw and maintain an action against the master for injuries.

April 9. *Cowen et al. v. Ray*; 108 *Federal Reporter* — 320. United States Circuit Court of Appeals for the seventh circuit. In the lower court, Ray, a fireman in the employ of the receivers of the Baltimore and Ohio Railroad Company, was killed while in the performance of his duty. The accident was alleged to have been caused by the negligence of a brakeman. Suit was brought by his administratrix, and in defence it was claimed that the railroad company was operating a relief department, intended to meet cases of this kind; that the employé at the time of his death was a member of

this department, and had agreed to be bound by its rules, one of which was that the acceptance of benefits for injury or death should operate as a release of claims against the company; that after the death of the employé the sum of \$1,000 had been tendered from the relief department to the widow and administratrix who had declined to receive it, bringing action which resulted in a judgment in her favor for the sum of \$7,500. Upon appeal, the decree of the lower court was sustained, the liability in the case being controlled by the Employers' Liability Statute of the State of Indiana. The Court said:

Upon the answer, taken as a whole, it is apparent that, while willing to accept \$1,000 as widow and beneficiary, she declined, as administratrix, to waive the right of action arising under section 286 of the Revised Statutes of Indiana. . . . It is insisted that the case now under consideration is to be determined . . . by the law of Maryland; and our attention is called to the fact that, by its own terms, the contract with the relief department is to be governed, in its construction and effect, by the laws of the State of Maryland. We cannot concur in this view. The statute of Indiana, as construed by the Supreme Court of Indiana, gives a right of action to the administratrix for the use of the children, notwithstanding the contract for benefits, or the acceptance of benefits by the appellee, as beneficiary. The statute differentiates her right, as administratrix, from her interest, as beneficiary. As administratrix, she has not consented that her right of action, conferred by the laws of Indiana, shall be governed by the laws of Maryland; and it is for the State within whose limits the negligent act is done to prescribe when, and under what circumstances, a cause of action resulting in death shall arise against a person or corporation operating within its limits.

April 30. *Lafayette Bridge Co. v. Allston*; 108 Federal Reporter — 335. (Common Law) United States Circuit Court of Appeals, seventh circuit, from judgment rendered in favor of the plaintiff, an employé of the Bridge Company, for personal damages. In this case, the central question was whether the company was responsible for the negligence of a foreman. The Court said:

The duty of inspection would seem from the evidence to have been delegated to the foreman. There is no evidence that that duty was performed by him. In respect thereof he stood for the master, and was vice-principal, and was not co-servant with those employed upon the structure. The judgment of the lower court was affirmed.

May 17. *Fewings v. Mendenhall*; 86 Northwestern Reporter — 96. Supreme Court of Minnesota upon appeal from judgment in favor of the plaintiff in the lower court in an action to recover damages for injuries sustained while a passenger on street railway during progress of a strike. The judgment of the lower court was reversed, the Court saying:

A street railway company is not, as to its passengers, guilty of negligence in attempting to operate its cars during a strike of its employes, unless the conditions are such that it ought to know, or ought to reasonably anticipate, that it cannot do so and at the same time guard from violence, by the exercise of the utmost care on its part, those who accept its implied invitation to become passengers.

May 21. *Powalske v. Cream City Brick Company*; 86 Northwestern Reporter — 153. Supreme Court of Wisconsin on appeal from a judgment for the defendant employer in the Superior Court, in an action to recover damages for personal injuries to an employé. In the trial of the case, the employé alleged negligence through failure to guard shafting which was about eighteen inches from his place of work. As he was engaged in winding a coil of rope around his wrist, the loose end was caught and carried against the shaft and wound up so rapidly that he could not disengage his arm but was drawn to the shaft and severely injured. The decision of the lower court was affirmed, to the effect that under the revised statutes of the State with respect to such shafting, although dangerous in its unguarded condition, the danger was not to be determined simply by the fact that the employé was injured; and the employer was not required by law to guard shafting which was so located that the employé must be out of his ordinary course, or the course which he might be reasonably expected to take, in order to reach it. In the opinion of the Court:

The statute must have a reasonable, sensible construction. It plainly contemplates that persons required to comply with its provisions shall exercise ordinary judgment in determining whether machinery should be guarded, and that, in such exercise, they shall bring to bear upon the subject ordinary prudence and intelligence under the circumstances of each particular case.

May 29. *Dempsey v. Sawyer*; 49 Atlantic Reporter — 1035. (Common Law) Supreme Judicial Court of Maine, on a motion for a new trial, verdict in an action for damages for personal injuries having been rendered for the plaintiff, an employé, in the lower court. The motion was overruled, the Court stating:

The risk of injury to a servant from defective machinery is primarily upon the master, and remains upon him unless the servant voluntarily assumes it. . . . Whether the servant has voluntarily assumed such risk is a question of fact to be determined by the jury. When, however, the servant knows and appreciates the danger . . . and yet enters or continues in the dangerous service without protest, the necessary inference is that he has voluntarily assumed the risk. . . . He may throw it back upon the master by a notification. . . . Whether the risk, once assumed, has been thus thrown off, is a question of fact for the jury. When a servant has thrown off the risk once assumed, he may voluntarily re-assume it, and whether he has re-assumed it is also a question of fact for the jury. . . . In this case the jury has found for the plaintiff upon all these questions of fact, and the Court is not convinced that the jury was unmistakably wrong in so doing.

June 6. *Indianapolis Union Railway Co. v. Houlihan*; 60 *Northeastern Reporter* — 943. Supreme Court of Indiana upon appeal from a judgment in favor of the plaintiff, who was an employé of the railway company, in an action for damages for injuries. The judgment of the lower court was reversed. In the original trial, the claim was based upon the Employers' Liability Act of Indiana, and, upon the appeal, the constitutionality of the Act was questioned. Upon this point, the higher court, although upon other grounds reversing the action of the lower court, decided in favor of the plaintiff's contention. The Court said:

It is competent for the Legislature, in the exercise of the police power, to take steps for the protection of the lives and limbs of all persons who may be exposed to dangerous agencies in the hands of others. . . . To separate railroading from other businesses was not an unconstitutional discrimination, because the dangers (the basis of the classification) do not arise from the same sources; but the claim that a classification not made on the basis of the dangerous agencies employed in the business, but founded on the question whether the employé who was injured without his fault by a fellow servant's negligent use of a dangerous agency was acting at the time on his own initiative in the line of his duty, or under the orders of a superior, is the only constitutional classification, is unwarranted. A train is wrecked through the negligence of the engineer. Two brakemen are injured without fault on their part; one acting at the time in obedience to the conductor's orders; the other acting on his own initiative, within the line of his duty. There should be and there is no constitutional limitation upon the legislature's exercise of the police power by which a law may not be enacted to protect both brakemen equally from the negligence of the engineer.

June 10. *Burik v. Dundee Woollen Co.*; 49 *Atlantic Reporter* — 442. (Common Law) Supreme Court of New Jersey, on an application for a new trial, in a suit for personal damages to an employé. In the trial of the case, the defendant set up as a defence a release of all claims for damages. The release had been drawn in the English language and executed by the plaintiff who understood only Slavonic, although a fellow countryman had been called in to interpret. The trial court had held that the release was not valid and directed a verdict for the plaintiff. The Supreme Court held that the interpreter must be considered the agent of the defendant, and that the instrument was not a valid release. The application for a new trial was denied.

June 13. *Rhoades v. Chesapeake & Ohio Railway Co.*; 39 *Southeastern Reporter* — 209. (Common Law) Supreme Court of Appeals of West Virginia. In this case, an employé of the railroad company received an injury requiring hospital treatment. He signed a release for a stated sum in full settlement of any claim he might have, it being also stipulated that he was to be given employment. He received the money, was employed, but afterwards discharged, as he claimed, without good cause. He brought suit; the jury found that the discharge was without cause and rendered judgment in his favor. On the appeal the judgment of the lower court was affirmed. The Court said:

If, in such a case, the servant be discharged without cause, he may treat the contract as absolutely broken, by the master, and in action thereon recover the full value of the contract to him at the time of the breach. . . . In the trial of such case the burden is upon the defendant to show that the discharge was for good cause, and a verdict for the plaintiff should not be set aside unless it is clearly wrong.

October 14. *Moon-Ancor Consolidated Gold Mines, Limited, v. Hopkins*; 111 *Federal Reporter* — 298; United States Circuit Court of Appeals, eighth circuit. This was an action for damages brought by the mother of an employé of the defendant company after the death of her son, caused by an accident in the mine, through the alleged negligence of the employers. It was shown that the circumstances which led to the accident had arisen in spite of warnings given by the head timber man and a shift boss, and the court held that if the evidence showed reasonable care and diligence on the part of the company, and that the employé knew of the circumstance, he must

be held to have assumed the risk. The jury awarded damages. Upon the appeal, judgment was reversed, and a new trial granted. One of the justices dissented, saying, as to the employé:

He was a young man (not yet 21 years old) and inexperienced in mining; and he was in company with experienced miners, whose presence and example would naturally have much influence on the conduct of a young man of his age. Under these circumstances no court ought to say, as a matter of law, that he was guilty of contributory negligence in being where he was at the time of his death. Whether he was thus guilty was, in my opinion, a question for the jury; and that question was decided by the jury in his favor, and, as I think, correctly decided.

October 14. *Weeks v. Scharer*; 111 Federal Reporter — 330. (Common Law) United States Circuit Court of Appeals, eighth circuit.

In this case, two employés were working together, and one was injured through the carelessness of another, the injured employé bringing suit for damages. It was shown that the careless workman had previously been the cause of an injury to a fellow servant. At that time the person injured had asked his shift boss to relieve him from working with the careless employé, but without result. In the trial of the case at bar, the judge had instructed the jury that this notice to the shift boss was notice to the defendant of the incompetency of the workman through whose carelessness the injury to the plaintiff had occurred. Exception to this instruction was taken and the Court of Appeals reversed the judgment of the lower court and remanded the case for another trial, holding that notice of the negligence of the incompetent workman given to the shift boss was notice to a fellow servant and not to the master, and that the charge of the court to the contrary was fatal to the verdict.

November 6. *Smith v. Gulf, West Texas & Pacific Railway Co.*; 65 Southwestern Reporter — 83. (Common Law) Court of Civil Appeals of Texas.

The plaintiff in this case had been injured while in the employ of the defendant; it was shown that he was inexperienced in the work he was set to do, and that he was furnished instruments which were not safe and proper for the performance of the work. In the lower court, judgment had been entered for the company, but exceptions were taken to the instructions of the judge; upon appeal, the judgment of the lower court was reversed. The Court said:

The rule that the master is not liable for injuries personally suffered by his servant through the ordinary risks incident to his employment is predicated upon the assumption that the master has performed such duties as personally rest upon him, to the servant. Among these duties devolving upon the master is the one to use ordinary care and diligence to provide for his servant's use such reasonably safe implements as may be reasonably sufficient to insure the servant's safety while doing his work. . . . The servant has a right to assume, in the absence of knowledge to the contrary, that when his master furnishes him an implement, and directs him to use it in doing a specific piece of work, such implement is reasonably safe, suitable, and adapted to the labor directed to be performed. . . . And if in using such implement he is ignorant of its unfitness or inadaptability to the work, and he is injured, while using the implement with reasonable care, . . . the master is responsible.

November 11. *Baltimore & Ohio Railroad Co. v. Burris*; 111 Federal Reporter — 882. United States Circuit Court of Appeals, sixth circuit.

In the lower court, judgment had been rendered in favor of the conductor of a freight train who had received injuries while in the employ of the company. The company claimed that the rules required the injured employé to see that his train was in proper running order before starting, and that he must have neglected this duty, and that he was guilty of further negligence in sending forward a brakeman instead of going himself to discover the cause of circumstances which seemed to show that something was wrong. Judgment of the lower court was affirmed, the Court saying:

Respecting the contention that the conductor was to be held conclusively negligent in not discovering, by inspection of his train, that the brake beam was down, it is to be observed, in the first place, that by a statute in Ohio, where the injury happened, a prima facie presumption is raised that any such defect as this existed and was continued by the negligence of the company.

As to the contention that he should have inspected his train in accordance with a rule of the company requiring freight conductors to see that their trains are ready before starting, the Court held that this was obviously not intended to make the conductors critical inspectors to the same degree that measures the duty of the company itself, which employs car inspectors, and as to the alleged negligence in sending the brakeman

to find out what was the matter instead of going himself, the Court held that it was a question for the jury to determine whether the probability of danger, on account of what the brakeman had previously told him, was such that the conductor was guilty of negligence in not making a personal examination.

November 12. *Russell v. Pittsburg, Cincinnati, Chicago, & St. Louis Railway Co.*; 61 *Northeastern Reporter*—678. (Common Law) Supreme Court of Indiana, upon appeal from judgment against the plaintiff, who was a porter on a Pullman sleeping car being transported over the lines of the defendant company, and who was injured. The principal points raised by the defendant covered the fact that the plaintiff, being an employé of the Pullman Company, had agreed to assume all risks incident to the service, and that he was being carried over the road of the defendant company under special contract. The judgment of the lower court was affirmed. The Court said:

The appellant did not occupy the position of an ordinary passenger upon appellee's train. . . . He occupied the sleeping car as a part of his employment with the Pullman Company. In no sense was the appellee bound to accept the appellant upon its trains solely because he accompanied a palace car tendered by the Pullman Company, for the obvious reason that the carrier was under no legal obligation to accept and haul the sleeping car itself. . . . The appellee could under these circumstances contract specially for a release from all liability for negligence toward appellant.

November 16. *Ornamental Iron & Wire Company v. Greene*; 65 *Southwestern Reporter*—399. Supreme Court of Tennessee, upon appeal from a judgment in favor of plaintiff in a suit brought on behalf of a minor to recover damages for injuries while in the employ of the defendant. The defendant maintained that the person injured was in its yard without orders, and while carelessly playing created the circumstances which brought about the injury. It appeared that the minor was less than twelve years of age, and was in the employ of the company contrary to a statute making such employment a misdemeanor. This was held to constitute *per se* such negligence as made the employer liable for all injuries sustained by the infant in the course of his employment. The judgment of the lower court was affirmed.

December 13. *Gray v. Red Lake Falls Lumber Co.*; 88 *Northwestern Reporter*—24. (Common Law) Supreme Court of Minnesota.

An employé of the defendant company had been injured and, in an action for damages, alleged as a cause of his injury the incompetence of a fellow servant. It appeared that this fellow servant was inexperienced, that the employé who was afterwards injured had complained of his inexperience and was promised a competent man to assist him, but before any change had been made he was injured. Damages were awarded him. The defendant appealed, but the judgment of the lower court was affirmed. The Court said:

A master is required by law to provide his servants competent fellow servants. . . . If a servant complains to and notifies the master that a fellow servant . . . is incompetent . . . and the master promises to replace the incompetent with a competent workman . . . the complaining servant may continue in such service for a reasonable time, to enable the master to fulfill his agreement, during which time he does not assume the risks incident to or arising from such incompetency, unless they are so obvious and imminent that a person of ordinary care and prudence would not incur them; but it does not necessarily follow that because he does not, as a matter of law, assume such risks, he may not be chargeable with contributory negligence. . . . The question whether the risks are so obvious and imminent . . . and whether the complaining servant is chargeable with contributory negligence, are ordinarily questions of fact for a jury to determine.

December 10. *Brown's Administratrix v. Louisville, Henderson, & St. Louis Railway Co.*; 65 *Southwestern Reporter*—588. (Common Law) Court of Appeals of Kentucky. A switchman in the employ of the defendant company had been killed while coupling cars. It was alleged that projecting boards across the ends of the cars had endangered his safety. The judgment of the lower court was in favor of the defendant and on appeal this judgment was affirmed. The Court said:

Appellant's intestate undertook to make the coupling on a curve . . . so that the boards came closer together than if on a straight line. . . . It was shown that if decedent had remained on the outside of the curve, he could have made the coupling with safety. . . . It was shown that decedent's attention had been called to the fact that the boards on the cars came closer together on the inside than on the outside of the curve, and he was instructed to make the coupling from the outside of the curve; and appellant's witnesses all say that they knew that it was extremely dangerous to make the coupling from the inside. . . . The proof shows that the decedent was guilty of such contributory negligence as precludes a recovery.

December 11. *Southern Railway Co. v. Johnson*; 40 *Southeastern Reporter*—235. Supreme Court of Georgia. Damages had been awarded to an employé of the railway company for injuries received from a piece of slag used as ballast, which was thrown against him by a moving train. The judgment of the lower court was affirmed, upon the ground that the defective work, which was the cause of the injury, was not that of the employé who was injured but was done by others in practically another place, and that the risks which an employé of a railway company necessarily assumes as incident to his occupation are not those which are occasioned by the incompetence or negligence of other employés.

December 18. *Galveston, Harrisburg, and San Antonio Railway Co. v. Sanchez*; 65 *Southwestern Reporter*—893. (Common Law) Court of Appeals of Texas, in an action for the recovery of damages brought by an employé of the railway in a case of personal injury.

Judgment was rendered in the lower court in his favor. The employé was riding with others on a flat car to a pile of rails which were to be loaded. While the train was in motion, the foreman had ordered the crew to get off; the employé who was injured, however, did not comply until a second command was given, when the men all jumped, alighting safely, with the exception of the plaintiff who was permanently injured in his knee. The question of contributory negligence was raised; upon the appeal the Chief Justice said:

A master is liable to a servant when he orders the latter to perform a dangerous work, unless the danger is so imminent that no man of ordinary prudence would incur it. Even if the servant has some knowledge of attendant danger, his right of recovery will not be defeated if by obeying the order he acts with a degree of prudence which an ordinarily prudent man would exercise under the circumstances. . . . We regard the real issue here as not one of equal opportunity (to observe and note the danger) nor one of experienced employé. Where the employé acts suddenly, as may be said in this case, upon an imperative order enjoining instant obedience, if the danger of injury from obeying the order is not certain, and can be incurred without injury by exercising care, the issues of negligence, contributory negligence, assumed risk, etc., are for the jury and not for the Court to determine, and in such a case this is none the less so if the servant has experience.

The judgment of the lower court was affirmed.

December 20. *Mitchell-Tranler Co. v. Ehmett*; 65 *Southwestern Reporter*—835. (Common Law) Court of Appeals of Kentucky.

In this case, an employé had obtained damages for injuries received in his employment, the employer bringing the case before the Court of Appeals, which reversed the judgment of the lower court, and ordered a new trial. It appeared from the facts that the employé was a bricklayer's assistant, working on a mill roof and was injured during the noon hour. The question arose as to whether he was at the time of the injury in the employ of the appellant and within the scope of the employment for which he was engaged. Upon that point it was determined that he was properly in appellant's employ but it appearing that when the accident was received he was not engaged in his ordinary work but was voluntarily performing other service, under the direction of one who did not ordinarily give him orders, and, in the language of the Court "Being a volunteer as to that work, appellant owed him no duty to have or keep the roof in safe condition, and a failure to do so was, as to appellee, not actionable negligence."

#### *Injunction.—Picketing.—Strikes.*

*Underhill v. Murphy et al.\** Circuit Court of Kenton County, Kentucky. In this case injunction was refused although asked for to restrain the defendants from the commission of certain acts. The defendants were employés of a plumber and joined in a strike conducted by a union of plumbers. They undertook to prevent non-union men from performing certain work for the plaintiff and followed them about from place to place, assembling about the shop of the plaintiff, etc. The plaintiff contended that his business and good will constituted a property right, and that the law and courts ought to protect that right. The Court said:

\* Report abridged from the Bulletin of the U. S. Dept. of Labor, November, 1900.

The plaintiff is right in this contention. The business and good will do constitute a property right, and the law and the courts of this State will vigorously and adequately protect that right. The question is, how will the law and courts afford this protection, and by what method will the facts be ascertained and the remedy afforded? The plaintiff insists that that protection and remedy must be afforded by process of injunction, which means that a judge—one individual—sitting in equity, must hear the evidence, determine the facts, convict the defendants, and then, by fine and imprisonment, enforce his judgment; that no jury shall intervene, and that no barrier and no safeguard shall stand between the will of the judge and the liberty of the defendants. This would seem a strong and harsh doctrine, and to support it, and as a guide and a light to this court, plaintiff's counsel quotes and relies upon the opinion of the Supreme Court of the United States in the celebrated case of *In re Eugene Debs*, reported in 168 United States Supreme Court Reports, page 564. Counsel for plaintiff also quotes and relies upon the case of *Coeur d'Alene Mining Co. v. Miners' Union*, 51 Federal Reporter, 260. . . . It appears from an examination of the authorities that the contention that a court of equity can interfere by injunction in criminal cases was never made until the arising of contests between labor and capital, in the form of strikes. . . . To carry out the doctrine contended for by counsel for plaintiff in this case would mean the substitution of judges for juries. It simply means to vest in one man the right to try, convict, and punish without the intervention of a jury. It is hard to see the reason for applying such a doctrine as this in cases of contest between organized capital and organized labor and not in other cases of a criminal nature. Organized capital has its clear, certain rights, which the courts of this land are bound to respect, enforce, and protect, and which they do enforce, respect, and protect, and organized labor has likewise rights and is entitled to the same respect and protection. But when it comes to enforcing or protecting the rights of one or the other, I can see no reason for departing from the established practice in criminal cases, and see no reason for depriving the persons accused of a violation of these rights of the constitutional methods of trial. . . . In case at bar the property rights of Underhill have been violated. A wrong has been committed and is being committed upon him. He is entitled to a remedy for the wrong done, and is entitled to have the commission of the wrong stopped. The law of this State affords him a remedy, full and complete. The remedy lies in the criminal branch of the judiciary. It is not a case for the interposition of equity.

The motion for a temporary injunction was overruled.

April 15. *Flaccus v. Smith et al.*; 48 Atlantic Reporter—894. Supreme Court of Pennsylvania on an appeal from a decision in favor of the plaintiff who asked for an injunction. In the opinion of the Supreme Court it appeared that the appellee was the proprietor of glass works, and alleged that he had been greatly hampered and annoyed by the control sought to be exercised over his workmen and apprentices by the American Glass Workers' Union and the American Federation of Labor, with which it is affiliated. In 1894, he established his factory upon an independent basis, employing non-union workmen who agreed not to connect themselves with the associations named. He claimed, however, that the appellants had induced his employes to break this agreement and become members of the Union. The Appellate Court, in rendering its opinion sustaining the action of the lower court, reviewed the case, and said, finally:

The appellee had an unquestioned right in the conduct of his business to employ workmen who were independent of any labor union, and he had the further right to adopt the system of apprenticeship which excluded his apprentices from membership in such a union. He was responsible to no one for his reasons in adopting such a system, and no one had a right to interfere with it to his prejudice or injury. Such an interference with it was an interference with his business, and, if unlawful, cannot be permitted. The court found that the interference was injurious to him, and, if allowed to continue, would utterly ruin his business. The damages resulting from such an injury are incapable of ascertainment at law, and justice demands that specific relief be furnished in a court of equity. The test of equity jurisdiction is the absence of a plain and adequate remedy at law to the injured party, depending upon the character of the case as disclosed in the pleadings. If equity alone can furnish relief, the injunction must be issued. . . . With this test applied to the pleadings and the facts found by the learned judge in the court below, the decree which he made was proper. It is now affirmed.

July 9. *Otis Steel Co., Limited, v. Local Union No. 218 of Cleveland, Ohio, of Iron Molders' Union of North America et al.*; 110 Federal Reporter—698. (Common Law) United States Circuit Court for the northern district of Ohio, eastern division.

This case was founded on a bill in equity asking for an injunction against strikers, which was granted. The charges involved the usual allegations as to picketing. In the course of its opinion, the Court said:

Counsel for the defendants have gone into a somewhat lengthy history of the writ of injunction, with a view of impressing upon the court the great care that should be exercised by the Courts in the use of the writ as a remedy. It is peculiarly appropriate, in the analysis of these strike cases, to consider the great power which the jurisdiction to issue this writ confers, and the strict boundaries which should confine its use, because the beginning of all this trouble was the attempt of the Iron Molders' Union, No. 218, without the assistance of a court, to enjoin the complainant from operating its plant. That injunction was attempted to be enforced, not only against the complainant, but against all non-union molders; and its terms, as addressed to the complainant, were, in substance, "You must not proceed with your

business and the operation of your plant unless you comply with the conditions which we have imposed;" and, as to the non-union molders, "You shall not work for the Otis Steel Company." It would not be claimed for a moment that there has ever existed any authority in the defendant to so issue its edicts against either the complainant or the non-union molders. The assumed right to thus dictate to others may be referred to an unfounded notion on the part of this molders' union that it and its members are the exponents of some higher law than that which may be administered by courts. It would not be urged for a moment that this molders' union, or its members, could have rightfully obtained from any court the injunction against the Otis Steel Company and the non-union molders, which, in the course of this strike, has been attempted to be enforced. If, from the history of the writ of injunction, it can be gathered that courts should exercise great care in its use, it follows with more force that a self-constituted body of men, deriving no authority from recognized law, should not be permitted to originate edicts for the government of others, and attempt to enforce them by any means whatsoever. . . . There are at the foundation of all labor organizations, as there are at the foundation of religious organizations, and all the innumerable other forms of social organizations, certain ideas peculiar to each; and there is an undoubted right in the members of such organizations to promulgate their theories by reason, logic, argument, and the persuasive influence of those peaceful weapons, to the end that other men may be brought to think as they do. When that persuasion has been accomplished, the men persuaded may evidence such fact by joining the organization whose principles and theories they have come to believe. These unions have a perfect right, whether they are sound in their beliefs or not, to believe as they do; and the members thereof would be the last to admit that any other body of men had a right to command and coerce them into the observance of other beliefs. They have, as I have stated, a perfect right to entertain these beliefs, and to promulgate them; but they must not attempt to force them upon any one else by physical demonstrations. It is certainly true that this system of picketing, although it may not have been accompanied by violence on the part of those who have served as pickets, has (done) and will do injury. . . . It is admitted that this system of picketing has existed at the instance of the defendants. It is, in a way, admitted that picketing is a means of enforcing the edicts of the defendant union, because it has been used in connection therewith. It goes without saying that this means would not have been used unless it were thought to be effective in some way. The only way in which it could be effective would be to produce in the minds of the non-union men who have been employed against the wishes and orders of the union a feeling of fear that the menacing eye of this numerous organized body of men composing the union was upon them for some purpose not friendly; that watch was being kept to learn not only who came out, but when they might come out; that such espionage meant that the pickets were present for the purpose of waiting until some one should come out. The absence of violence may be explained by the fact that the non-union molders did not come out of these works except at rare intervals, and then usually in considerable numbers. In this case there is proof of injury and interruption to the business of the complainant by the acts of the defendants, and it is not a departure from the line of decided cases to grant the injunction prayed for. No harm can result to the defendants by the granting of the injunction, except that they will be deprived of what they apparently conceive to be their right to enforce the unauthorized injunction which they themselves have issued. It has been said in an eloquent and learned decision that it cannot too soon be learned, and learned thoroughly, that, under this Government at least, freedom of action, so long as a man does not interfere with the rights of others, will be protected and maintained; and that it is unlawful for any man to dictate to another what his conduct shall be, and to attempt to enforce such dictation by any form of undue pressure. Nor must intimidation be disguised in the assumed character of persuasion. Persuasion, too emphatic or too long and persistently continued, may itself become a nuisance, and its use a form of unlawful coercion. The injunction will be allowed, substantially as prayed for. I am asked by counsel for the defendants just what is meant by "picketing." I think these defendants know what "picketing" means, as they have inaugurated it. It is the establishment and maintenance of an organized espionage upon the works, and upon those going to and from them.

October 1. *Southern Railway Company v. Machinists' Local Union No. 14, et al.*; 111 *Federal Reporter*—49. United States Circuit Court, for the western district of Tennessee. There is a statute in Tennessee which makes it unlawful for any person to hire, contract with, decoy, or entice away, directly or indirectly, anyone, male or female, who is at the time under contract, or in the employ of another. The case related to the acts of a trade union in picketing the shops of the railway company, during a strike. The company petitioned for an injunction, which was granted, the Court saying:

The strikers cannot have, under the law of equal rights, a liberty of contracting as they please, working when they please, and quitting when they please, which does not belong alike to the "scabs" and their employers. And it is this right the courts of equity enforce by injunction. The Supreme Court of the United States has established that as the law of this case.

October 18. *Allis Chalmers Co. v. Reliable Lodge*; 111 *Federal Reporter*—264. (Common Law) United States Circuit Court for the northern district of Illinois. In this case, an injunction had been asked for against picketing during a strike. It was granted. The Court said:

It is the undoubted right of workmen to quit work severally or in a body, so long as the act does not come within the rule against conspiracies to injure the property of another. They may also use peaceable means in persuading others to join them in carrying out the strike, subject to the above rule. Both of these rights, however, must be exercised in such a manner as not to otherwise interfere with the right



of every man to run his own business in his own way, provided he keeps within the law in so doing, or the right of every man to work or not to work, to strike or not to strike, to join a union or not, as he may think best. In other words, a man may decide his own course, and hold himself to certain rules, but he cannot impose those rules or that course upon the conduct of any other man, against his wish, any more than he can place fetters upon his hands or shackles upon his feet. And when, as in the case at bar, the attempt is made, through intimidation and acts of violence, to effect this end, it is tyranny of the most despotic character; it is civil war; it is treason to the principles of this and almost every other government. It will not be tolerated.

October 19. *W. B. Conkey Co. v. Russell et al. in re Bessette*; 111 *Federal Reporter* — 417. (Common Law) United States Circuit Court for the district of Indiana.

In this case, it was alleged that one Bessette had conspired with the defendant to violate certain injunction orders granted upon the petition of the company named against certain strikers. The Court held that although Mr. Bessette was not a party to the original injunction suit, he had knowledge of the facts and that, with such full knowledge of the scope and effect of the restraining order, he acted in violation of the injunction. The judgment of the Court was that he be fined for the contempt charged. The Court quoted the opinion of Justice Brown in the case in *re Lennon*, 166 U. S. 548; 17 Sup. Ct. 658; 41 L. Ed., 1110, to the effect that "To render a person amenable to an injunction, it is neither necessary that he should have been a party to the suit in which the injunction was issued, nor that he should have been actually served with a copy of it, so long as he appears to have had actual notice."

#### *Mechanics' Lien.*

February 28. *Stuart v. Poole*; 38 *Southeastern Reporter* — 41. Supreme Court of Georgia upon writ of error against the judgment of the lower court in favor of the plaintiff who had claimed exemption of wages from garnishment, under a statute of the State, upon the ground that he was a laborer. It appeared in the trial of the case that he was a street railway conductor, performing the usual duties of such an officer, having, in general, joint charge of the car with the motorman, and being obliged to keep the lights dusted off and in proper condition, to keep the guard rails of the car in proper condition, to attend to the trolley and to keep it in place, etc. The decision of the lower court was reversed, the Supreme Court holding that, upon the facts appearing, and upon the ground that the major portion of the work required of the employé was of a character depending more upon mere physical power to perform manual labor than the possession of mental skill or business capacity involving the exercise of his intellectual qualities, he should be classed as a laborer whose wages are exempt from garnishment. The test for determining whether or not a man employed in any such case was a laborer or not had been fixed by the court in a prior case substantially upon the lines of discrimination followed here.

November 19. *General Fire Extinguisher Co. v. Schwartz Bros. Commission Co. et al.*; 65 *Southwestern Reporter* — 318. Supreme Court of Missouri.

In this case, the provision of the mechanics' lien law, requiring a lien to be filed within four months after the indebtedness occurred, was involved. The lien was established in the lower court, but the owners of the property appealed, raising the point that the time for filing the lien had expired. The judgment of the lower court was affirmed. It appeared, as a matter of fact, that, although the building upon which the labor was performed, had been delivered to the owner, certain portions of the work involved in the claim had not been perfected until a later date, and demand was made on the plaintiff's superintendent, not as a matter of favor but because the contract required it, to do certain things to perfect it. The Court held that this was not in the nature of making repairs but in rendering the original perfect, and that the date when this was done was in fact the date of completion, from which should run the time limit for filing the lien.

November 25. *Meands v. Park et al.*; 50 *Atlantic Reporter* — 706. Supreme Judicial Court of Maine. In the lower court, the plaintiff, who had attempted to enforce a lien for personal services in logging operations, was non-suited. Upon appeal,

the Supreme Court affirmed this action on the ground that a statute giving a lien "to those who labor" is not intended to protect foremen or superintendents, such as the plaintiff, who performed no personal manual labor.

*Protection of Motormen. Screen Law. Constitutionality of Act.*

February 12. *State v. Whitaker*; 60 *Southwestern Reporter*—1068. Supreme Court of Missouri, on appeal attacking the constitutionality of an Act requiring screens to protect the drivers, motormen, etc., on street cars. In the trial of the case in the lower court, judgment had been rendered against the company, of which defendant was the president. The Supreme Court, while it reversed the action of the lower court upon purely technical grounds, upheld the constitutionality of the Act. The Court said:

It is a plain, just, and commendable police regulation. The State has an interest in the health of its citizens, and the preservation of their lives and manhood, and such is the obvious, unmistakable purpose of the Act under consideration. Not only has the State a direct interest in the health of the motormen, but in the passengers, whose lives and limbs may be imperiled if the motormen are allowed to become benumbed from exposure. As this record does not contain any facts upon which we could properly decide the effect of a waiver by a motorman of his right to the protection secured to him by this Act, we must decline a further discussion of this point. We are clear that this Act in no manner contravenes . . . our constitution, nor the fourteenth amendment to the Federal Constitution.

*Wages.*

February 26. *People ex rel. Rodgers v. Coler*; 59 *Northeastern Reporter*—716. Court of Appeals of the State of New York. A statute in New York provided that the wages to be paid for a legal day's work, as defined under the statute, to all classes of laborers, workmen, or mechanics upon public work or upon any material to be used upon or in connection therewith, should not be less than the prevailing rate for a day's work in the same trade or occupation in the locality within the State where such public work is located, and that any contracts made for such public work should contain a stipulation to that effect. The contract involved in the case at bar was framed in compliance with these provisions, and it was conceded that the contractor did not in any case pay the prevailing rates. The constitutionality of the statute being the question involved, the Court, two justices dissenting, held that it was unconstitutional:

- (1) Because in its actual operation it permits and requires the expenditure of the money of the city, or that of the local property owner, for other than city purposes.
- (2) Because it infringes the rights of liberty and property in that it denies to the city and the contractor the right to agree with their employes upon the measure of their compensation, and compels them in all cases to pay an arbitrary and uniform rate which is expressed in vague language, difficult to define or ascertain, and subject to constant change from artificial causes.
- (3) Because it virtually confiscates all property rights of the contractor under his contract for breach of his engagement to obey the statute, and it attempts to make acts and omissions penal which in themselves are innocent and harmless. It, in effect, imposes a penalty upon the exercise by the city or by the contractor of the right to agree with their employes upon the terms and conditions of the employment.

February 27. *Calvin v. Huntley and Treu v. Same*; 59 *Northeastern Reporter*—435. Supreme Judicial Court of Massachusetts, upon appeal from judgments dismissing the actions brought in the Superior Court by the plaintiffs, who were seamen, to recover wages earned by them up to the time of their discharge and in addition thereto a sum equal in amount to one month's wages, as provided in section 4527 of the Revised Statutes of the United States. The action of the Superior Court was founded upon want of jurisdiction. The judgment of the lower court was reversed, the higher court holding that, in such cases, the State courts have jurisdiction, the statute not being penal, and it being well settled that while a seaman may maintain a libel in the admiralty court for his wages, he can also maintain, at his own election, an action at Common Law against the master or owner of the vessel; and in civil cases arising under the constitution and laws of the United States the action may be tried and determined in the State courts, unless the National constitution or laws have vested exclusive jurisdiction of them in the Federal Courts, which was not found to be the fact with respect to the cases at bar.

May 8. *Small v. Hammes et al.*; 60 *Northeastern Reporter* — 342. Supreme Court of Indiana, on appeal from a judgment in favor of the plaintiffs, who claimed certain amounts due for wages as precedent claims over certain chattel mortgages upon the property involved. The evident intent of the statute in question was, in the opinion of the court, to provide for the payment to the extent of \$50 of the claims of wage earners before the payment of any other claims, costs excepted, in case of the suspension of the business of an employer through the action of his creditors. The judgment of the lower court was affirmed and the constitutionality of the Act upheld, the court stating that such statutes are said to be founded upon equity and for the protection of a peculiarly helpless class of people whose claims are usually small and who are suddenly compelled to shift for themselves by the failure of their employer.

June 22. *Patterson et al. v. The Eudora*; 110 *Federal Reporter* — 430. United States District Court for the eastern district of Pennsylvania. A statute of the United States provides that it is unlawful to pay a seaman wages in advance of the time when he has actually earned the same, or to pay such advance wages to any other person. Such payment is a misdemeanor, and, if made, does not absolve from full payment of wages after the same have been duly earned. In this case, advance payment had been made, but it was claimed that the Act was inequitable and did not control in the case. The Court decided that the Act does not apply to seamen who, as in the case at bar, although American by birth or naturalization, regularly ship upon a British vessel and thereby become, for the time being, British seamen, which was the fact in this case. Libel dismissed. (See however *Chambers v. The Kestor*, following.)

August 7. *Chambers v. The Kestor*; 110 *Federal Reporter* — 432. United States District Court for the district of Delaware. This case, like *Patterson et al. v. Eudora*, covered an action for wages due a seaman in full, although part wages had been paid in advance, presumably to some other party than the seaman himself. It was contended, on behalf of the seaman, that the provisions of the statute were applicable to the prepayment of the wages of a British seamen shipped on a British merchant vessel in an American port. This was sustained by the Court, namely, that the statute is a constitutional enactment applied to the prepayment on American soil or in American waters of the wages of seamen who are British subjects, shipping in American ports on British merchant vessels. Referring to the case last cited (*Patterson et al. v. Eudora*), the Court said:

In *Patterson et al. v. Eudora* . . . it appears that the majority of the libellants were of foreign nationality and the rest American citizens. They shipped as seamen on a British vessel in the port of New York, a portion of their wages being prepaid to the shipping agent through whom the master employed them. The Court held that the section was intended to apply only to American seamen; that it has no application to seamen "even if they are American by birth and naturalization," that have regularly shipped upon a British vessel, and have thereby become British seamen for the time being." . . . On the other hand, in *United States v. Nelson* (D. C.) 100 Fed., 125, . . . the Court, while stating obiter that the section was intended to apply only to American seamen, said: "To construe the statute as applying to those persons only who ship or engage to ship on American vessels, . . . would give too narrow a construction to it, too small a field for its operation, and make the statute inconsistent with itself and inharmonious as a whole." . . . Here is a clear recognition that in the absence of a treaty to the contrary the section applies with full force and effect to the prepayment of the wages of American seamen shipping in an American port on a British merchant vessel. If the section be constitutional as applied to such a case, it is difficult to perceive why Congress had not the power to apply the section to the prepayment of wages of British seamen shipping in American ports on British merchant vessels. . . . If the prepayment of the libellant's wages had not been directly or indirectly made until after the *Kestor* left the port of Baltimore and was on the high seas, and thus was not made on the soil or in the waters of the United States, the case would have presented a totally different aspect. But the prepayment was made in the port of Baltimore and consequently within the territorial jurisdiction of the United States. To hold that it was beyond the power of Congress to apply the section to such a case would involve a clear departure from settled doctrine repeatedly recognized by the Supreme Court.

## QUARTERLY RECORD OF STRIKES.

The number of industrial disputes occurring during the second quarter of 1902 was 121; by months as follows: April, 34; May, 51; June, 36. No labor dispute has been considered in our record for this quarter where less than 10 persons were involved. The number of strikes during the quarter under consideration is smaller than during the corresponding period for 1901 but considerably larger than for the first three months of 1902. In many cases, the strikes were of a serious nature, involving a large number of employes, and in some instances causing a complete suspension of business. In the majority of cases, however, the strikes have been merely attempts on the part of the working people to secure higher wages and better working conditions in general. As in the previous quarter, lockouts followed strikes, and idleness was thus enforced upon several hundred employes.

The causes of the different strikes were varied, but we show in the following tabular statement a condensation of the causes and results:

CAUSES OF STRIKES.	RESULTS OF STRIKES.						Total Number of Strikes
	Succeeded	Succeeded Partially	Compromised	Failed	Pending	Not Stated	
Wages, . . . . .	6	6	3	21	5	3	44
Hours of labor, . . . . .	7	3	2	9	1	2	24
Wages and hours of labor, . . . . .	4	2	9	2	6	1	21
Other causes, . . . . .	11	—	—	10	3	5	29
TOTALS, . . . . .	28	11	14	42	15	11	121

The cities and towns wherein the strikes and lockouts took place and the number occurring in each are as follows: Boston, 12; Lowell, nine; Lawrence, Lynn, and Worcester, six each; Brockton, Fall River, Fitchburg, Holyoke, Milford, Pittsfield, and Southbridge, five each; New Bedford, four; Clinton and Westfield, three each; Andover, Beverly, Cambridge, Greenfield, Leominster, Marlborough, Maynard, Oxford, and Webster, two each; Amesbury, Douglas, Dracut, East Longmeadow, Gardner, Gloucester, Great Barrington, Lenox, Malden, Marblehead, Newburyport, Newton, North Adams, Quincy, Salem, Springfield, Wakefield, Westborough, and Woburn, one dispute each.

The industries and class of workmen involved, together with the number of disagreements in each case, are as follows: Building trades, 40; textiles, 20; laborers on excavation work, railways, etc., nine; ma-

chines and machinery, eight; boots and shoes and metals and metallic goods, six each; quarry workers and teamsters, five each; leather workers, four; clothing operatives, three; brewery workers, employes in printing, publishing, and bookbinding establishments, woodworkers, and bakers, two each; laundry workers, newsboys, cigar makers, and employes in rubber goods, cordage and twine, electrical apparatus and appliances, and paper, one disagreement each.

It will be noted that the number of strikes and lockouts occurring in the building trades was far in excess of those in any other industry. In a large majority of cases the contest was ordered by trades unions.

Considering the amount of time lost and number of employes involved, we find that in 15 strikes, involving 825 employes, strikers' places were filled; in 11 instances, involving 2,400 workmen, the labor disputes are still pending. This does not necessarily mean that 2,400 persons are still out of employment due to strike action, but that the strikes in such cases have not been officially declared off. In 12 cases, the strike lasted one day or less, involving 750 employes; in 11 cases, two days, 480 employes; in four cases, three days, 90 employes; in five cases, four days, 370 employes; in one case, five days, 150 employes; in four cases, one week, 210 employes; in three cases, 10 days, 95 employes; in two cases, 11 days, 94 employes; in 11 cases, two weeks, 795 employes; one case, 16 days, 1,400 employes; in seven cases, three weeks, 650 employes; in five cases, one month, involving 915 employes; in one case, six weeks, 60 employes; and one case, 50 days, 125 employes being involved. In the aggregate, the number of persons involved in 94 of the strikes under consideration was about 9,400.

The strike involving the largest number of employes during the period was that of the brewery workers in Boston. The strike was inaugurated on April 3, the men going out to enforce demand for a nine-hour day and 50 cents per hour overtime, and because of opposition to acceptance of what was known as the "discharge clause" which maintained that "Employes may be discharged at the discretion of the employer. Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by his employer, whose decision shall be final. At such hearing business agent of the union may be present." The unions contended that no man should be discharged without the consent of their organizations. Over 1,100 brewery workmen, besides 75 firemen, were involved in this trouble. The bottlers at the various breweries struck in sympathy. Work was wholly suspended for one week. The master brewers publicly offered to reinstate all strikers on old conditions on April 7 and 8, and reserved the right thereafter to fill existing vacancies at their discretion. None of the strikers accepted the offer, and non-union men were hired on April 9. Attempts were made to boycott the products of Boston breweries. Up to the date of writing, the strike had not been declared off although the breweries

were running and some of the strikers had been reinstated under old conditions. All the strikers were willing to return to work under a compromise of a nine-hour day and 35 cents per hour overtime, but demanded that employes who had been hired during the strike should be discharged; this the brewers refused to do. Five trades unions were directly involved in this strike.

The strike next in importance in point of numbers was that of the quarrymen in Gloucester and Rockport. On May 1, about 800 quarry workers in the employ of the granite companies of Rockport and Gloucester struck to enforce demand for increase in wages and shorter working day; blacksmiths and engineers struck in sympathy; work at the quarries was practically suspended. Four weeks from the beginning of strike, the men returned to work, the settlement being practically a victory for the strikers. The agreement signed was to remain in force for one year. Conferences were held with the State Board of Conciliation.

The strike of the shop carpenters in Worcester lasted 50 days. The men struck on May 2, per order of their union, for a nine-hour day with 10 hours' pay; 125 men were involved. Although five shops established the nine-hour day and recognized the union, the result of the strike was disastrous to the men. Employers agreed that as many men would be taken back as places could be found for, and no discrimination made against them, but those men who had filled strikers' places satisfactorily would not be discharged.

The strike of machinists in Worcester involved 400, the men going out to enforce their demand for nine-hour day and 10 per cent increase in wages. Taken as a whole, the dispute was pending at the close of our record. In a few instances, the places of strikers were filled. Injunction was issued by the Supreme Court on June 24 restraining the strikers of Prentice Bros. from intimidating the workmen or otherwise interfering with the business of the concern.

Three strikes at the mills of the American Woollen Company, which began in March, were pending at the close of our report; mills had been reopened and attempt made to begin operations on schedule. On June 18, a preliminary injunction was issued by the Superior Court restraining strikers of the Beoli mills in Fitchburg from picketing or interfering with the company's business. The injunction also prohibited persons from entering homes of employes, or prospective employes, for the purpose of threatening or intimidating them. Six new strikes have been inaugurated at the various mills of the American Woollen Company during the present quarter.

LABOR ORGANIZATIONS IN MASSACHUSETTS.

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There are constant inquiries at this office for a list of the labor organizations in Massachusetts, and such a list has been urgently needed for departmental purposes. Except fragmentary lists, nothing of the kind has been available heretofore, and at the request of prominent officials connected with such organizations, and with their co-operation, we undertook the compilation, and present the results herewith.

It is difficult to make such a list complete. The information must be obtained from various sources, and that which could be secured from Federal organizations, labor journals, or was contributed by those who voluntarily aided us in the work, has been supplemented as far as possible by correspondence and a personal canvass by agents of the Bureau. New organizations are continually being formed, and the officers, elected for fixed terms, are constantly changing. Considerable revision was therefore needed after our original entries were made, and no doubt omissions exist or errors of which we have no record, due to changes or the formation of new unions since the list as we have it was completed. We regret this, but the deficiencies are unavoidable since the work is necessarily progressive.

It is not our purpose to print the names again, but in order to perfect the list, we have taken this method of submitting it, in a form convenient for such corrections as are needed, to those who are able to supply the missing information, or who can aid in removing inaccuracies. If a correct list could be maintained, revised as the annual elections occur in the different organizations, it would be of great use to those who are interested in the labor movement. Our thanks are due to all who have already aided us in the matter, and we invite further co-operation to this end. We especially desire the names of organizations, if any, which do not appear herein, and, as to those which do appear, notice of changes in officers, and the facts which are needed to supply omissions which may in any case appear.

The different organizations have been grouped under class heads corresponding to the occupation groups of the Massachusetts Census. The address of the Secretary is given, unless expressly stated otherwise, and where organizations have both financial and corresponding secretaries, only one is given, without distinctive title.

**National Government Employees.**

National Association of Letter Carriers, Branch No. 12, *Worcester*. J. E. Hanley, 5 Lawrence.  
 United National P. O. Clerks Association, *Worcester*. Theodore F. Crosby, 64 Portland.

**City and Town Government Employees.**

Ben Franklin Assembly, No. 5463, K. of L., *Boston*. Patrick Geoghean, 326 Dedham.  
 Sewer Workers Union, No. 9688, A. F. of L., *Boston*. John J. Quinn, 242 Lagrange, W. Rox.  
 Laborers Union, No. —, *Lowell*. Patrick Falvey, Dummer.  
 Laborers Union, No. —, *Worcester*.  
 Federal Labor Union, No. 8379, A. F. of L. (City Clerks), *Cambridge*. John H. McDermott, 104½ Pearl.  
 Brighton Assembly, No. 1756, K. of L., *Boston*. John McCann, Allen Pl., Brighton.  
 Park Employees Assembly, No. 7578, K. of L., *Boston*. Jas. Broderick, 333 Broadway, So. Boston.  
 Pavers Assembly, No. 1632, K. of L., *Boston*. Colman S. Ridge, 25 Fifth, So. Boston.  
 Paving Employees Assembly, No. 9816, K. of L., *Boston*. John H. McCarthy, 125 Eustis, Rox.  
 Putnam Assembly, No. 19002 (Mixed), K. of L., *Boston*. John Sloan, 23 Chaucer, E. Boston.  
 Sewer Workers Assembly, No. 1621, K. of L., *Boston*. Frank McGlone, 369 Chelsea, E. Boston.  
 Water Workers Assembly, No. 1097, K. of L., *Boston*. Patrick G. Finnerty, 24 Chadwick, Rox.  
 Water Workers Protective Union, No. 9108, A. F. of L., *Brookline*. P. Shedley, 690 So. Montello.  
 Pavers Union No. 1 (Charter No. 6857), *Boston*. Sylvester Connolly, 24 Lyons, Dor.  
 Paving Department Employees Union, No. 6731, A. F. of L., *Boston*. J. H. Barry, 521 Commercial.  
 Sanitary and Street Cleaning Dept. Employees Union, No. 6064, A. F. of L., *Boston*. F. H. Shaughnessy, 4 Dore.  
 Sanitary Workers Union, No. —, *Lowell*. Michael H. O'Brien, 187 Cumberland Road.  
 Water Department Workers Protective Union, No. 6356, A. F. of L., *Boston*. Patrick J. Feeney, 26 Nawa, Rox.  
 Assembly No. 3221, K. of L., *Marlborough*. David M. Neeman, 63 State.

**Professional.****AMERICAN FEDERATION OF MUSICIANS:**

Protective Union, No. 9, *Boston*. Timothy C. Kelleher, 10 Ward, So. Boston.  
 Union No. 128, *Brookline*. David F. Fraser, 19 Mystic.  
 Protective Union, No. 173, *Fitchburg*. C. A. Whitcomb, Box 430.  
 Union No. 144, *Holyoke*. F. Chiconé, Meadow and Grotton, Willimansett.  
 Union No. 83, *Lowell*. J. P. Burieligh, 17 Dover.  
 Protective Union, No. 126, *Lynn*. C. F. Etter, Box 403.  
 Union No. —, *Marlborough*. Harry Brigham, Main.  
 Union No. 96, *North Adams*. Peter Fogg, 64 Marshall.  
 Protective Union, No. 109, *Pittsfield*. R. E. Beaudoin, Box 1139.  
 Union No. 104, *Springfield*. Fred L. Sanger, 447 Main.  
 Union No. 91, *Westfield*. F. H. Ravett, 11 Bush.  
 Protective Union No. 143, *Worcester*. C. G. Marcy, 509 Main.  
 Dance Prompters Union, No. 168, *Springfield*. E. J. Connelly, Pres., 15 Adams.  
 International Musical Union, No. 3, *Boston*. E. W. Masters, 7 Park Sq.  
 P. S. Gilmore Assembly, No. 313 (Musicians), K. of L., *Boston*. H. G. Wolf, 83 Court.

**NATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES OF THE UNITED STATES AND CANADA:**

Union No. 11, *Boston*. John J. Barry, 75 Albany.  
 Union No. 57, *Fall River*. J. J. Dillon, 688 Third.  
 Union No. 86, *Fitchburg*. Herbert N. Lovell, 51 Highland Av.  
 Union No. 43, *Holyoke*. Wm. McLaughlin, 59 Bond.  
 Union No. —, *Lawrence*. Matthew Crane, 425 Essex.  
 Union No. —, *Lowell*.  
 Union No. 73, *Lynn*. M. W. Donehue, 121 Adams.  
 Union No. 83, *North Adams*. H. C. Alexander, 18 Wesleyan.  
 Union No. 53, *Springfield*. L. J. Dickenson, 23 Douglas.

**Domestic Service.****HOTEL AND RESTAURANT EMPLOYEES INTERNATIONAL ALLIANCE AND BARTENDERS INTERNATIONAL LEAGUE OF AMERICA:**

Bartenders Union, No. 291, *Adams*. John Chambers, Renfrew.  
 Bartenders Union, No. 87, *Athol*. E. J. Kendricks, Pequig Hotel.  
 Union No. 77, *Boston*. M. J. Mattimore, 7 Appleton.  
 Colored Waiters Union, No. 183, *Boston*. Jacob Berl, 153 Court.  
 Cooks Union, No. 328, *Boston*.  
 Waiters Union, No. 80, *Geneva Ass'n, Boston*. John E. Mee, 2 Boylston Pl.  
 Waiters and Cooks Union, No. 327, *Brookline*. Frank P. O'Donnell, c/o "The Woodbine," Main.  
 Bartenders Union, No. 116, *Chicopee*. D. J. Readdin, 19 Emerald.  
 Bartenders Union, No. 272, *Clinton*. Wm. F. O'Toole, c/o Eustace Bros., Church.  
 Bartenders Union, No. 99, *Fall River*. M. H. McDermott, 452 Division.  
 Bartenders Union, No. 97, *Fitchburg*. Wm. E. O'Brien, 41 Elm.  
 Bartenders Union, No. 151, *Gloucester*. Daniel McKennon, 7 Sargent.  
 Bartenders Union, No. 147, *Greenfield*. Thos. D. Murphy, Union House.  
 Bartenders Union, No. 93, *Haverhill*. John T. Cox, Box 17.  
 Waiters Union, No. 201, *Haverhill*. John P. Cahill, 9 Lindel.  
 Bartenders Union, No. 81, *Holyoke*. Thos. Gerraughty, 203 Main.  
 Bartenders Union, No. 90, *Lawrence*. John J. Roach, 275 Chestnut.  
 Union No. 276, *Lawrence*. Oscar Voigt, 208 Prospect.  
 Bartenders Union, No. 85, *Lowell*. W. J. Harrington, 27 Merrimack.  
 Bartenders Union, No. 86, *Lynn*. John Griffin, Grand Central Hotel.  
 Waiters and Cooks Union, No. 329, *Lynn*. R. Drane, 11 Palfrey Pl.  
 Bartenders Union, No. 92, *Marlborough*. D. F. Buckley, 163 Lincoln.  
 Bartenders Union, No. 96, *Milford*. Thos. J. O'Brien, 315 Main.  
 Bartenders Union, No. 100, *New Bedford*. John P. Shiels, 94 Middle.  
 Bartenders Union, No. 91, *Newburyport*. P. P. Sullivan, 4 Boardman.  
 Bartenders Union, No. 125, *North Adams*. John Carey, 44 Fruit.  
 Bartenders Union, No. 113, *Northampton*. E. W. Blandfield, 136 Prospect.  
 Bartenders Union, No. 114, *Pittsfield*. Patrick W. Conroy, 275 Dewey Av.  
 Bartenders Union, No. 67, *Springfield*. Daniel P. Cavanaugh, 49 Fremont.  
 Cooks Union, No. 98, *Springfield*. Wm. D. Powers, 25 Congress.  
 Bartenders Union, No. 84, *Taunton*. John Mansfield, 36 Weir.  
 Bartenders Union, No. 123, *Ware*. John J. Fitzgerald, 11 Grove.  
 Bartenders Union, No. 82, *Westfield*. W. H. Coleman, 89 Mechanic.  
 Bartenders Union, No. 83, *Woburn*. Michael J. Clancy, 287 Main.  
 Bartenders Union, No. 95, *Worcester*. Emil H. Daniels, 7 Aetna.  
 Waiters Union, No. 177, *Springfield*. G. W. Schell, 203 Tyler.



**Personal Service.****BOOTBLACKS PROTECTIVE UNION:**

- Union No. 9801, A. F. of L., *Brockton*. O. W. Strother, c/o Pantatorium, Main.
- Union No. 8528, A. F. of L., *Holyoke*. Geo. Crabbe, Suffolk.
- Union No. 9232, A. F. of L., *Springfield*. J. P. Preslono, 123 Wilcox.

**INTERNATIONAL BROTHERHOOD OF STATIONARY FIREMEN:**

- Union No. 8, *Boston*. Michael Murphy, 171 Eighth, So. Boston.
- Union No. 47, *Brockton*. A. R. Thurston.
- Union No. 53, *Cambridge*. Thos. Reardon, 278 Vine, E. Cambridge.
- Mill Firemen's Union, No. 10, *Fall River*. John Maguire, 516 Bank.
- Union No. 85, *Fitchburg*. John D. Sherman, 36 Kane.
- Union No. 4, *Holyoke*. Fred P. Brown, Wolcott near Chapin.
- Union No. —, *Lowell*. John Barrett, 28 Third.
- Union No. 22, *Springfield*. Frank N. Provost, 25 Lombard.
- Union No. 94, *Waltham* (Waltham and Vicinity). John J. Lawless, Parkers Lane.
- Union No. —, *Worcester*. Martin J. Walsh, 20 Blanche.

**INTERNATIONAL UNION OF STEAM ENGINEERS:**

- Union No. 16, *Boston* (Dorchester). E. E. Searle, 37 Buttonwood, Dor.
- Union No. 111, *Brockton*. E. N. Beane, 61 Wyman.
- Union No. 52, *Lynn*. H. B. Brown, 4 Sumner Pl.
- Union No. 83, *North Adams*. Geo. H. Denlug, 36 Chase Av.
- Union No. 79, *Quincy*. August V. Johnson, 14 Pleasant.
- Union No. 98, *Springfield*. J. A. Hart, 37 Hancock.

**JOURNEYMEN BARBERS INTERNATIONAL UNION OF AMERICA:**

- Union No. 250, *Adams*. Michael R. Murphy, 21 Murray.
- Union No. 182, *Boston*. C. E. O'Donnell, 2003 Washington, Rox.
- Union No. 238, *Brockton*. Alfred La Barre, 159 Main.
- Union No. 258, *Chelsea*. John M. Duffy, 9 Marlborough.
- Union No. 199, *Chicopee*. Wm. J. Murphy, 222½ Exchange.
- Union No. 331, *Fall River*. Jas. J. Phelan, 152 Davis.
- Union No. 284, *Fitchburg*. D. M. Goulden, 19 Nashua.
- Union No. 375, *Gloucester*. E. Harry Tribou, 4 Centennial Av.
- Union No. —, *Haverhill*. John Hefferan, 2 Gilman Pl.
- Union No. 153, *Holyoke*. Geo. N. Buskey, 523 High.
- Union No. 323, *Lowell*. Morris H. Novell, 504 Merrimack.
- Union No. 347, *Lynn*. J. P. Main, 26 Market Sq.
- Union No. —, *Marlborough*.
- Union No. 126, *North Adams*. John G. Kelley, 352 Houghton.
- Union No. 34, *Northampton*. H. A. Desponet, Main.
- Union No. 137, *Pittsfield*. T. H. Anderson, Y. M. C. A. Building, North.
- Union No. 80, *Springfield*. H. H. Severin, Box 777.
- Union No. 332, *Taunton*. John F. Gorey, 6 Cohannet.
- Union No. 83, *Westfield*. J. Teahan, 43 Union.
- Union No. —, *Worcester*. Michael Bachaud, 10 Mason.

**Laundry Workers Union, Boston.**

Laundry Workers Union, No. 128, *Taunton*. H. A. Murray, 59 Grant.

National Association of Stationary Engineers, Massachusetts Ass'n No. 2, *Springfield*. T. Murphy, 83 Lyman.

National Association of Stationary Firemen, Union No. 96, *Woburn*. Geo. Millard, Mt. Pleasant.

National Association of Steam Engineers, Union No. 27, *Woburn*. Hugh O'Doherty, 84 Main.

Stationary Engineers Union, No. 61, *Westfield*. W. M. Britton, 9 Little's Ct.

Stationary Engineers Association, No. 4, *Worcester*. John McRae, Bowler's Brewery.

Steam Engineers Union No. 73, *Milford*. M. S. McMahon, 136 E. Main.

**Trade.**

Carpet Upholsterers Union, No. 7070, A. F. of L., *Boston*. John B. Colpoys, 196 W. Sixth, So. Boston.

Newsboys Protective Union, No. 9077, A. F. of L., *Boston*. Nathaniel Alfowich, 2 Anderson Pl.

Newsboys Protective Union, No. 9804, A. F. of L., *Boston*. Daniel J. Triggs, 66 Otis.

**RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION:**

- Union No. 383, *Adams*. R. E. Maumer, 10 Centre.
- Union No. 511 (Grocery Clerks), *Adams*. Robert Goar, Columbia.
- Union No. 143 (Drug), *Boston*. J. J. McVey, 73 Eutaw, E. Boston.
- Union No. 539 (Grocery), *Boston*. Chas. B. Hindon, 136 Belgrade, Roslindale.
- Union No. 160 (Grocery and Provision), *Boston*. H. J. Quinn, 996 Washington.
- Union No. 504 (Clothiers, Hatters, and Furnishers), *Brockton*. John F. O'Brien, 190 Main.
- Union No. 358 (Grocery and Provision Clerks), *Brockton*. B. F. Dalton, 311 Warren Av.
- Union No. 605 (Dry Goods), *Brockton*. Walter B. Lewis, c/o B. E. Jones Co., Main.
- Union No. 88, *Chelsea*. L. C. Currier, 275 Chestnut.
- Union No. 4, *Danvers*. Harry C. Crosby, 1 Eaton.
- Union No. —, *Fall River*. Chas. J. Fay, 3010 No. Main.
- Union No. 533, *Gloucester*.
- Union No. 573, *Gloucester*. Frederick Rowe, 9 Foster.
- Union No. 476, *Greenfield*. John T. Murphy, 62 School.
- Union No. 515, *Haverhill*. A. R. St. Onge, 62 Merrimack.
- Union No. 85, *Holyoke*. P. J. O'Brien, 289 High.
- Union No. 566 (Drug Clerks), *Holyoke*. John Quigley, c/o Ball's Drug Co.
- Union No. 232 (Grocery Clerks), *Lawrence*. John Wylie, 488 Broadway.
- Union No. 8, *Lowell*. L. B. Sykes, 166 Central.
- Union No. 372 (Grocery Clerks), *Lowell*. C. E. Ober, 507 Merrimack.
- Union No. 175 (Dry Goods Clerks), *Lynn*. Fay Aldrich, Box 562.
- Union No. 131 (Grocery Clerks), *Lynn*. J. W. Cross, 216 Chatham.
- Union No. 522, *Malden*. J. F. Connelly, 6 Franklin.
- Union No. 407, *Milford*. Wm. Clancy, 7 R. Main.
- Union No. 556, *Newburyport*. P. W. Donlan, 18 Olive.
- Union No. 310, *North Adams*. Louis Noel, 28 Main.
- Union No. 577 (Drug), *North Adams*. Jerry Wall, 77 Front.
- Union No. 452, *Northampton*. J. J. O'Rourke, 52 Main.
- Union No. 325, *Pittsfield*. S. B. Rothkopf, c/o England Bros.
- Union No. 224, *Quincy*. L. T. Fernald, 184 School.
- Union No. 564, *Salem*. M. J. Rafter, 91 Mason.
- Union No. 256 (Clothing Clerks), *Springfield*. A. F. Allen, 15 Gardner.
- Union No. 352 (Drug Clerks), *Springfield*. F. M. Beauvais, 570 Main.
- Union No. 297, *Springfield*. D. F. Grady, 167 Main.
- Union No. 247, *Swampscott*. Chas. E. Colburn, 11 Reddington.
- Union No. 518, *Taunton*. T. B. Gaffney, 19 Weir Av.
- Union No. 176, *Westfield*. Nelson W. Spellman, 48 Washington.
- Union No. 108, *Worcester*. Bertram J. Medling, 418 Main.
- Union No. 136 (Grocery and Provision Clerks), *Worcester*. Edward H. Lyon, 178 Grafton.

Wool Handlers Union, No. 9476, A. F. of L., *Boston*. Jas. A. Fultz, 7 Minton, Dor.

## Transportation.

## AMALGAMATED ASSOCIATION OF STREET RAILWAY EMPLOYEES OF AMERICA:

Division No. 235, *Brockton*. P. Sheehan, Carleton Av.  
 Division No. 174, *Fall River*. Martin Welch, 208 Buflington.  
 Division No. —, *Gloucester*.  
 Division No. 288, *Lynn*. Jas. F. Graham, Swampscott.  
 Division No. 149, *Westfield*. E. L. Burt, 23 Summer.  
 Division No. 22, *Worcester*. Arthur H. Hall, 89 Lincoln.

## BROTHERHOOD OF LOCOMOTIVE ENGINEERS:

Bay State Division No. 439, *Boston*. J. E. Dillingham, Milford.  
 Division No. 61, *Boston*. Walter S. Brazier, Room 8, Hotel Salem, Charlestown.  
 Old Colony Division No. 312, *Boston*. Louis H. Tirrell, So. Braintree.  
 Wachusett Division No. 191, *Fitchburg*. C. C. Woodworth, 198 Blossom.  
 Deerfield Valley Division No. 112, *Greenfield*. W. A. Lamphear, 41 Burnside Av., W. Somerville.  
 Division No. 68, *Springfield*. W. R. Gillet, 44 Patton.  
 Division No. 64, *Worcester*. T. B. Wardwell, 11½ Hammond.

## BROTHERHOOD OF LOCOMOTIVE FIREMEN:

Littlejohn Lodge No. 410, *Fitchburg*. W. H. Farrell, 127 Blossom.  
 Hampden Lodge No. 307, *Springfield*. F. A. Hathaway, West Springfield.  
 Bay State Lodge No. 73, *Worcester*. Geo. P. Newton, 1 Dixon Av.

## BROTHERHOOD OF RAILWAY TRACKMEN OF AMERICA:

Division No. 120, *Boston*. Thos. W. Cassidy, 19 Winter, W. Somerville.  
 Lodge, No. 85, *Lowell*. F. Barlow, 488 Fletcher.

## BROTHERHOOD OF RAILWAY TRAINMEN:

Hoosac Tunnel Lodge No. 93, *Fitchburg*. E. Newell, 52 Day.  
 Bay State Lodge No. 88, *Worcester*. H. P. Howe, 28 Shelby.  
 Lodge No. 553, *Worcester*. T. E. Stearns, 353 Shrewsbury.

## COAL HANDLERS UNION:

Union No. 9022, A. F. of L., *Lawrence*. Michael S. Harkins, 64 Crescent.  
 Union No. 7425, A. F. of L., *Springfield*. John McGrath, 19 Alert.  
 Union No. 8255, A. F. of L., *Westfield*. M. D. Lynch, 2 Union Av.

Freight Clerks Protective Union, No. 7317, A. F. of L., *Boston*. Jas. T. Halligan, 248 Fifth, So. Boston.

## FREIGHT HANDLERS UNION:

Union No. 6527, A. F. of L., *Boston*. Patrick O'Day, 197 W. Second, So. Boston.  
 Union No. 9184, A. F. of L., *Holyoke*. Wm. H. Santy, 150 Main.  
 Union No. 7438, A. F. of L., *Springfield*. D. J. Moriarty, 110 Tenth.

Grain Handlers Union, No. 7445, A. F. of L., *Springfield*. Dan. Sullivan, Whitney Av.

## INTERNATIONAL SEAMEN'S UNION OF AMERICA:

Atlantic Coast Marine Firemen's Union, *Boston* Branch. E. P. Young, 229 Atlantic Av.  
 Atlantic Coast Seamen's Union, *Boston* Branch. Wm. H. Frazier, 1½ Lewis.  
 Fishermen's Union of the Atlantic Coast, *Boston* Branch. John Pelcher, 282 Commercial.  
 Fishermen's Union of the Atlantic Coast, *Gloucester* Branch. Angus McLean, 162 Main.  
 Atlantic Coast Seamen's Union, *New Bedford* Branch. John Martin, 7 South Water.

Expressmen's Assembly No. 1642, K. of L., *Boston*. Edward Murphy, 60 Cottage, E. Boston.

Freight Clerks Assembly No. 1798 (B. and M. E.R.), K. of L., *Boston*. Fred D. B. Hill, 56 Chestnut, E. Saugus.

Freight Handlers Assembly No. 628, K. of L., *Boston*. John P. Dalton, 283 W. Fifth, So. Boston.

Freight Handlers Assembly No. 5572, K. of L., *Boston*. Morris Connors, 4 Cunard Av., Charlestown.

Railroad Switchmen's Assembly No. 1741, K. of L., *Boston*. Richard Forbes, 12 Kingston, Charlestown.

Milk Drivers Union No. —, *Holyoke*. J. H. Hurley, Elmwood.

Order of Railway Conductors of America, *Fitchburg*. J. E. Garno, 73 Congress.

Order of Railroad Conductors, Division No. 237, *Worcester*. D. W. Parkhurst, Greenfield.

Order of Railroad Telegraphers, Division No. 69, *Boston*. J. B. Bode, Chelsea.

Railway Firemen's Union No. 563, *West Springfield*. E. T. Fowler, Main and Worcester.

Switchmen's Union of North America, Constitution Lodge No. 200, *Boston*. J. J. Duval, 68 Willowood, Dor.

## TEAM DRIVERS INTERNATIONAL UNION OF AMERICA:

Union No. 217, *Adams*. Adolph Charon, 28 Depot.

Union No. 21 (Coal Teamsters and Handlers), *Boston*. J. J. Riley, 2A Sharon.

Union No. 25, *Boston*. Frank Brown, Endicott and Charlestown.

Lumber Teamsters and Handlers Union No. 112, *Boston*. E. D. McFaden, 179 Warren Av.

Union No. 126, *Boston*. Jas. J. Curran, 99 Warrenton.

Union No. 170, *Boston*. Jas. I. Doherty, 45 Polk, Charlestown.

Union No. 171, *Boston*. N. A. Keene, 399 Rutherford Av., Charlestown.

Union No. 191, *Boston*. T. T. Towmey, 56 Lexington, Charlestown.

Union No. 230, *Boston*. P. J. Finn, General Delivery.

Union No. 279, *Boston*. Lewis Hyman, 699 E. Fourth, So. Boston.

Union No. 307, *Boston*. Thos. F. Burke, 45 Village.

Union No. 343, *Boston*. Wm. M. Hunter, 44 Francis, Rox.

Bakery Wagon Drivers Union No. 272, *Brockton*. Fred Campbell, c/o White Star Laundry.

Team Drivers Union No. 57, *Brockton*. A. M. Curry, 377 Main.

Team Drivers Union No. 286, *Brockton*. Malcom McDonald, 75 Perkins.

Union No. 329, *Cambridge*. C. J. Sullivan, 19 Winslow.

Union No. 289, *Cheshire*. Luther E. Wood, General Delivery.

Union No. 330, *Fitchburg*. Ernest Robinson, 49 Blossom.

Union No. 266, *Gloucester*. John P. McAully, 87 Maplewood Av.

Union No. 28, *Greenfield*. Geo. Milliken, 77 Federal.

Union No. 327, *Haverhill*. Frank Goodrich, Judson.

Union No. 36, *Holyoke*. T. F. Hurley, 642 High.

Union No. 157, *Holyoke*. Robert Denton, Jr., 434 High.

Union No. 95, *Hyde Park*. T. N. Stevens, 56 Myrtle, Readville.

Union No. 262, *Lawrence*. Geo. H. Mannock, 7 Kingston.

Union No. 72, *Lowell*. Jas. Gallagher, 55 Mt. Grove Av.

Union No. 42, *Lynn*. Welton J. McLearn, 17 Herschell.

Union No. 314, *Malden*. J. J. Lucy, 29 Avon.

Union No. 168, *Milford*. C. I. Filmore, 15 Pond.

Union No. 396, *Newburyport*. John D. Healey, Pres., 6 Atkinson.

Union No. 118, *North Adams*. L. L. Bullett, 53 Chase Av.

Union No. 156, *Pittsfield*. F. S. Dwyer, 288 Bradford.

Union No. 368, *Pittsfield*. W. A. Harrington, General Delivery.

Union No. 305, *Quincy*. Jos. A. Barry, 58 Crescent.

Union No. 333, *Quincy*. F. Downey, Brackett.

Union No. 234, *Salem*. Bert J. Scanlon, 6 Herbert.

Hack Drivers Union, No. 66, *Springfield*. W. H. Fleming, 105 Everett.

Team Owners Union, No. 150, *Springfield*. A. A. Warner, 45 Warner Pl.

Union No. 344, *Taunton*. Jos. Jocinto, 12 Lanes Av.

**Transportation — Concluded.****TEAM DRIVERS INTERNATIONAL UNION OF AMERICA — Con.**

- Union No. 178, *Waltham*. J. E. Mullen, 33 Gorman.  
 Union No. 328, *Watertown* (Waltham, Watertown, and Newton). P. A. Abben, 46 Forest.  
 Union No. 68, *Westfield*. T. H. Conway, 69 Meadow.  
 Union No. 147, *Woburn*. Arthur Letany, Auburn.  
 Union No. 196, *Worcester*. W. G. Baker, 5 Dorrance.  
 Union No. 267, *Worcester*. W. P. Mitchell, 10 Shawmut.  
**Team Drivers Union, No. 64, *Springfield*.** Jas. Hiney, 68 James.  
**Coachmen and Stables Union, No. 6327, A. F. of L., *Boston*.** Thos. G. Christopher, 106 Conant, Box.  
**Stables Union, No. 10018, A. F. of L., *Brockton*.** Fred Martin, 119 Pleasant.  
**Stables Union, No. 9084, A. F. of L., *Worcester*.** Jeremiah J. O'Connor, 120 Front.

**Boots and Shoes.****BOOT AND SHOE WORKERS UNION:**

- Cutters Union, No. 56, *Beverly*. F. I. Cressey, Box 971.  
 Cutters Union, No. 191, *Haverhill*. Chas. S. Woodcock, 31 Washington.  
 Cutters Union, No. 163, *North Adams*. John Grant, 6 Brooklyn Terrace.  
 Cutters Union, No. 316, *Salem*. Geo. E. Wadleigh, 7 Oakland.  
 Goodyear Operators Union, No. 289, *Lynn*. Wm. J. Jackman, 34 Andrew.  
 Lasters Union, No. 69, *Whitman*. Chas. E. Lowell, Box 834.  
 Lasters Union, No. 162, *Worcester*. Owen Manning, 188 Trout.  
 Lasting Machine Operators Union, No. 260, *Lynn*. Wm. J. Jackman, 34 Andrew.  
 Lynn Lasters Union, No. 32, *Lynn*. Wm. J. Jackman, 34 Andrew.  
 Cutters Union, No. 35, *Brockton*. August Hopkins, Box 575.  
 Cutters Union, No. 175, *Newburyport*. Bart. M. Sullivan, 6 Hales Ct.  
 Cutters Union, No. 316, *Salem*. Geo. E. Wadleigh, 7 Oakland.  
 Edge Trimmers and Setters Union, No. 118, *Brockton*. Thos. C. Farrell, 70 Centre.  
 Finishers Union, No. 87, *Brockton*. Emmet T. Walls, Box 409.  
 Lasters Union, No. 192, *Brockton*. John Crawford, Box 351.  
 Lasters Union, No. 27, *New Bedford*. John W. McKay, 137 Purchase.  
 Lasters Union, No. 48, *Rockland*. Geo. A. Orcott, Box 303, No. Abington.  
 Mixed Union, No. 38, *Brockton*. J. P. Meade, 70 Centre.  
 Mixed Union, No. 1, *Haverhill*. Chas. S. Woodcock, 31 Washington.  
 Mixed Union, No. 238, *New Bedford*. Geo. H. McCulloch, 72 Mt. Pleasant.  
 Sole Fasteners and Rounders Union, No. 111, *Brockton*. Emmet T. Walls, Box 409.  
 Sole Leather Workers Union, No. 74, *Brockton*. J. P. Meade, 70 Centre.  
 Stitchers Union, No. 44, *Brockton*. F. E. Studley, 70 Centre.  
 Stitchers and Cutters Union, No. 243, *New Bedford*. Geo. T. Hardwick, 96 State.  
 Treers Union, No. 36, *Brockton*. Geo. B. Robinson, 70 Centre.  
 Vampers Union, No. 256, *Brockton*. August Hopkins, Box 575.  
 Mixed Union, No. 275, *Avon*. Wm. F. Hardin, Box 185.  
 Mixed Union, No. 291, *Boston*. Earle Payne, 48 Cleveland Av., Everett.  
 Mixed Union, No. 252, *Brookfield*. Gertrude M. Hill, Box 208.  
 Mixed Union, No. 230, *Conway*. R. J. Mullins, Box 125.  
 Mixed Union, No. 254, *Dalton*. E. H. Bailey, Box 225.  
 Mixed Union, No. 52, *Grafton* (No. Grafton). Annie Morris, c/o J. S. Nelson & Son.  
 Mixed Union, No. 308, *Hudson*. M. S. Breault, Box 395.  
 Mixed Union, No. 205, *Lynn*. Wm. J. Jackman, 34 Andrew.  
 Mixed Union, No. 306, *Marblehead*. Wm. A. Rodgers, 8 Linden.  
 Mixed Union, No. 59, *Marlborough*. B. P. Dorsey, Room 18, Burke Bldg.  
 Mixed Union, No. 20, *Middleborough*. Geo. H. Bailey, 2 Clifford.  
 Mixed Union, No. 40, *Milford*. Edson R. White, 119 So. Main.  
 Mixed Union, No. 244, *Natick*. A. J. Morgan, 12½ Off Walnut.  
 Mixed Union, No. 266, *North Adams*. T. M. Northrup, 155 Pleasant.  
 Mixed Union, No. 122, *Randolph*. M. A. Burrill, Box 236.  
 Mixed Union, No. 174, *Salem*. Geo. E. Wadleigh, 7 Oakland.  
 Mixed Union, No. 259, *Stoughton*. Geo. F. Clark, Box 1066.  
 Mixed Union, No. 261, *Wakefield*. Mrs. Annie M. Clarke, 216 Railroad.  
 Mixed Union, No. 89, *Weymouth* (Cochituate). John M. Lee, 437 No. Main, No. Natick.  
 Mixed Union, No. 378, *Webster*. Jas. F. Tague.  
 Mixed Union, No. 63, *Weymouth* (E. Weymouth). Michael Roche, Weymouth Centre.  
 Mixed Union, No. 31, *Whitman*. O. H. Johnson, Box 125, E. Whitman.  
 Operatives Union, No. 301, *North Adams*. Geo. L. Cann, 132 Meadow.  
 Repairs Union, No. 373, *Holyoke*. O. Viena, Shelburne Falls.  
 Shoe Packers Union, No. 287, *Haverhill*. Chas. S. Woodcock, 31 Washington.  
 Shoe Packers Union, No. 236, *Taunton*. Peter H. Kiernan, 31 Cohannet.  
 Sole Cutters and Sorters Union, No. 300, *Lynn*. Wm. J. Jackman, 34 Andrew.  
 Stitchers Union, No. 285, *North Adams*. Nora Shea, 239 Ashland.  
 Stock Fitters Union, No. 297, *North Adams*. Edward Daniels, 10 Elm.  
 Turn Union, No. 213, *North Adams*. T. M. Northrup, 155 Pleasant.  
 Turn Workmen's Union, No. 2, *Haverhill*. Chas. S. Woodcock, 31 Washington.  
 Women Stitchers Union, No. 6, *Haverhill*. Chas. S. Woodcock, 31 Washington.  
**Grain Counter Workers National Union, No. 261, *Lynn*.** Chas. Murphy, Pres., 68 Union.  
**Heel Makers Union, No. —, *Haverhill*.** P. Carey, 2 Gilman Pl.  
**Boot and Shoe Cutters Assembly, K. of L., No. 3662, *Lynn*.** Sidney Smith, 9 Exchange.  
**Lasters Protective Union, *Haverhill*.** Walter H. Edmonds, Box 43.  
**Lasters Protective Union, *Lawrence*.**  
**Lasters Protective Union, No. 67, *Marblehead*.** Lawrence E. Mullen, Pres., Gregory Block.  
**Lasters Protective Union, No. 75, *Newburyport*.** Patrick McCarthy, 11½ Boardman.  
**Lasters Protective Union, *North Adams*.** Henry Oliver, 90 E. Brookline.  
**Machine Operatives Union, No. 1, *Haverhill*.** Geo. L. Evans, 10 Kimball.  
**Turn Workmen's Union, *Marblehead*.** F. M. B. Tibbetts, Pres., 27 Hathorne, Salem.

**Building Trades.****AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS:**

- Branch No. 1, *Boston*. John McLeod, 307 Heath, Rox.  
 Branch No. 2, *Boston*. John R. Smith, 44 Prescott, Somerville.  
 Branch No. 3, *Boston*. A. C. McLaughlin, 34 Lee, Jamaica Plain.  
 Branch No. 4, *Boston*. John J. Hickey, 238 D, So. Boston.  
 Cambridge Branch, *Cambridge*. D. Lavash, 14 Quincy, Somerville.  
 Chelsea Branch, *Chelsea*. John Kenney, 16 Connell, Somerville.  
 Branch No. 745, *Springfield*. D. Tindall, 113 Lebanon.

## Building Trades — Continued.

## BRICKLAYERS AND MASONS INTERNATIONAL UNION OF AMERICA:

- Union No. 26, Bricklayers, Masons and Plasterers, *Attleborough*. Chas. H. Stafford, Oak Hill Av.
- Union No. 40 (Bricklayers and Masons), *Beverly*. Geo. Hurd, Crosby Block, Rantoul.
- Union No. 9 (Stone Masons), *Boston*. John J. Cronin, 145 Tyler.
- Union No. 8 (Bricklayers), *Boston*. Geo. K. Watson, 135 Highland, Rox.
- Union No. 27 (Bricklayers), *Boston*. J. E. Glas-on, 126 Cabot, Rox.
- Union No. 23 (Stone Masons), *Boston*. J. McCarthy, 36 Heath Av., Rox.
- Union No. 14 (Stone Masons), *Brockton*. Dennis Kellher, 9 Track.
- Union No. 5 (Bricklayers and Plasterers), *Brockton*. F. J. Marsden, 202 Dover.
- Union No. 24 (Stone Masons), *Cambridge*. M. Sullivan, 19 Plymouth.
- Union No. 23 (Bricklayers, Masons and Plasterers), *Clinton*. Austin J. Mulley, 181 Pleasant.
- Union No. 27 (Stone Masons), *Everett*. John H. Twomey, 37 Arlington.
- Union No. 11 (Bricklayers, Masons and Plasterers), *Fall River*. F. E. Chace, Box 565.
- Union No. 19 (Brick Masons), *Fitchburg*. E. F. Nutting, 42 Orange.
- Union No. 44 (Bricklayers, Masons and Plasterers), *Gardner*. N. J. St. Hillaire, Box 157.
- Union No. 21 (Bricklayers, Masons and Plasterers), *Gloucester*. W. H. Ricker, 121 Leonard, Annisquam.
- Union No. 49, *Great Barrington*. A. Squiris, Avery Pl.
- Union No. 36 (Bricklayers and Plasterers), *Greenfield*. Adolph Merz, Jr., 57 Wells.
- Union No. 17 (Bricklayers), *Haverhill*. F. H. Benton, Box 327.
- Union No. 8, *Holyoke*. Ernest Dellele, 20 Jackson.
- Union No. 2 (Bricklayers and Plasterers), *Holyoke*. Michael J. Begley, 98 Beach.
- Union No. 42 (Bricklayers, Masons and Plasterers), *Hyde Park*. Anthony McGrath, 11 Albemarle.
- Union No. 10 (Bricklayers and Masons), *Lawrence*. Wm. McHenry, Box 24.
- Union No. 16 (Bricklayers, Masons and Plasterers), *Lenox*. Jas. McDermott, Box 81.
- Union No. 7 (Stone Masons), *Lowell*. John Somers, 257 School.
- Union No. 31 (Bricklayers), *Lowell*. Alexander Ray, 69 W. Fourth.
- Union No. 12 (Bricklayers and Masons), *Lynn*. D. Y. Sargent, 148 So. Common.
- Union No. 35 (Stone Masons), *Lynn*. Frank Cooper, Beach Bluffs.
- Union No. 43 (Bricklayers, Masons and Plasterers), *Marlborough*. Wm. F. Hayes, 110 Liberty.
- Union No. 38 (Bricklayers, Masons and Plasterers), *Milford*. Jonathan Plunkett, Lincoln House.
- Union No. 39 (Bricklayers and Plasterers), *New Bedford*. Anthony Loftus, 92 Tremont.
- Union No. 50 (Stone Masons), *New Bedford*. John Sheehan, 28 Merrimac.
- Union No. 41 (Bricklayers, Masons and Plasterers), *Newburyport*. F. W. Marshall, 55 Ashland.
- Union No. 32 (Bricklayers, Masons and Plasterers), *Newton*. L. J. Atkins, 10 Winthrop Av.
- Union No. 18 (Bricklayers, Masons and Plasterers), *North Adams*. Alpheus Leonard, 73 Chase Av.
- Union No. 4 (Bricklayers and Masons), *Northampton*. C. B. Macomber, 26 No. Elm.
- Union No. 47 (Stone Masons), *Northampton*. John Clarke, 210 State.
- Union No. 20 (Bricklayers, Masons and Plasterers), *Pittsfield*. Jas. Devanny, Jr., 154 Madison Av.
- Union No. 46 (Bricklayers, Masons and Plasterers), *Plymouth*. Wm. E. Hall.
- Union No. 25 (Bricklayers, Masons and Plasterers), *Salem*. Wm. Pawley, 27 Pickman.
- Union No. 48 (Stone Masons), *Salem*. Wm. Thomas, 9 River, Beverly.
- Union No. 218 (Bricklayers and Masons), *Springfield*. E. A. Hennessey, 65 Alden.
- Union No. 13 (Bricklayers, Masons, and Plasterers), *Taunton*. Jos. M. Scanlon, 6 James.
- Union No. 15 (Bricklayers and Plasterers), *Waltham*. Thos. Curry, 39 Clinton.
- Union No. 24 (Bricklayers and Masons), *Westfield*. Jas. McDonough, 83 Orange.
- Union No. 45 (Bricklayers, Masons, and Plasterers), *Woburn*. W. B. Robbins, 11 New Boston.
- Union No. 6 (Bricklayers and Plasterers), *Worcester*. Richard J. Bourke, 509 Main.
- Union No. 29 (Stone Masons), *Worcester*. Jas. Ford, 391 Shrewsbury.

## BROTHERHOOD OF PAINTERS, DECORATORS, AND PAPER HANGERS OF AMERICA:

- Union No. 231, *Adams*. Daniel V. Bergen, 27 Commercial.
  - Union No. 416, *Athol*. J. H. Sinclair, Rear 1030 Old Main.
  - Union No. 11, *Boston*. P. J. Doherty, 113 Freeport.
  - Union No. 254 (Paper Hangers), *Boston*. Geo. W. Gleason, 31 Cornhill.
  - Union No. 391 (Sign Painters), *Boston*. Morris Greenwood, 132 W. Newton.
  - Union No. 648 (Painters), *Hebrew Lodge, Boston*. Wm. McCarthy, Business Agent, 8 Bennett.
  - Union No. 296, *Brockton*. W. J. McCoy, 66 Denton.
  - Union No. 443, *Cambridge*. Geo. Lafamme, 15 Brookford.
  - Union No. 299, *Chicopee*. A. E. Messler, 138 E. Main.
  - Union No. 418, *Clinton*. John Cannon, 101 Oak.
  - Union No. 75, *Fall River*. P. F. Malher, 39 Grove.
  - Union No. 563, *Fitchburg*. Harry L. Hall, Box 683.
  - Union No. 563, *Framingham* (So. Framingham). H. A. Chadbourne, 43 Leland.
  - Union No. 495, *Gardner*. Jas. Morrissey, 343 Pleasant.
  - Union No. 566, *Gloucester*. Frank Sanford, 22 Church.
  - Union No. 211, *Greenfield*. W. H. Morgan, 9 Oak.
  - Union No. 253, *Holyoke*. Chas. A. Green, 328 Dwight.
  - Union No. 44, *Lawrence*. I. W. York, 133 Haverhill.
  - Union No. 378, *Lenox*. Jas. A. Flynn.
  - Union No. 39, *Lowell*. John Banks, Box 903.
  - Union No. 111, *Lynn*. H. G. Ricker, 23 Albany.
  - Union No. 346, *Malden*. G. H. Doughty, 51 Harvard.
  - Union No. 561, *Marlborough*. C. J. McGrath, 31 Highland.
  - Union No. 605, *Medford*. F. C. Murphy, 9 Maverick.
  - Union No. 216, *Milford*. F. N. Cass, 35 Pearl.
  - Union No. 362, *Newton*. Frank E. Liddell, 24 Parker Av., Newton Centre.
  - Union No. 2, *North Adams*. C. R. Farnum, 174 Veazie.
  - Union No. 256, *Northampton*. W. G. Nicholl, 137 Crescent.
  - Union No. 658 (Car and Locomotive Painters), *Norwood*. E. J. Barrett, 20 Carson, Dor. Sta.
  - Union No. 84, *Pittsfield*. August Farley, 73 Melville.
  - Union No. 247, *Salem*. H. L. Dow, 107 Essex.
  - Union No. 410, *Southbridge*. Thos. W. Massey.
  - Union No. 419, *Spencer*. Jas. C. Hiney, Box 303.
  - Union No. 257, *Springfield*. D. F. Austin, 45 Hayden Av.
  - Union No. 574, *Taunton*. Thos. F. Fitzgerald, 8 South.
  - Union No. 116, *Waltham*. Patrick McCabe, Pres., 24 Clinton.
  - Union No. 536, *Webster*. Chas. Wayman, 58 High.
  - Union No. 290, *Westfield*. W. F. Deyo, 32 Taylor.
  - Union No. 43, *Worcester*. E. F. Murphy, 566 Main.
  - Union No. 245 (Scandinavian), *Worcester*. C. H. Nyberg, 7 Hooper.
  - Union No. 331 (Paper Hangers), *Worcester*. Fred S. Gray, 208 Austin.
- BUILDING LABORERS INTERNATIONAL PROTECTIVE UNION OF AMERICA:**
- Union No. 6, *Boston*. M. C. Sullivan, 58 Judson, Rox.
  - Union No. 15, *Boston*. J. E. Campbell, 37 Rochester.
  - Union No. 19, *Boston*. M. Philpin.
  - Union No. 132, *Brockton*. Michael F. Neafsey, 48 Taber Av.

## Building Trades — Continued.

## BUILDING LABORERS INTERNATIONAL PROTECTIVE UNION OF AMERICA — Con.

- Union No. 17, *Brookline*.
- Union No. 10, *Cambridge*. M. Donohue.
- Union No. 23, *Clinton*. Michael F. O'Malley, 73 Front.
- Union No. 9971, *Holyoke*. Daniel Moriarty, 181 Lyman.
- Union No. —, *Lawrence*. Patrick J. O'Neill, 112 Myrtle.
- Union No. —, *Lowell*. Farrel Carney, 137 Fayette.
- Union No. —, *Lynn*.
- Union No. 27, *Newton*. Thos. Hawley, 66 Green.
- Union No. 24, *North Adams*. Fred Thrasher, Eagle.
- Union No. 23, *Northampton*. Patrick Nagle, 104 Nonotuck, Florence.
- Union No. 21, *Pittsfield*. Wm. Gough, 15 Root Pl.
- Union No. 26, *Quincy*. P. Fay, 10 Brooks.
- Union No. 3, *Springfield*. Patrick J. Linnehan, 72 Williams.
- Union No. 8, *Waltham*. Thos. McKeown, 110 Bacon.
- Union No. 23 (Masons' Tenders), *Westfield*. P. N. Callahan, 71 Meadow.
- Union No. 136, *Worcester*. John King.

Derrick Men and Riggers Union No. —, *Boston*. Michael Crump, Business Agent, 8 Bennett.  
 Derrick Men's Union No. 9499, A. F. of L., *Milford*. Augustino Espanet, 50 Mount Pleasant.  
 Elevator Constructors Union, No. 1, *Boston*. Arthur Morrison, 36 Walk Hill, Forest Hills.  
 Fresco Painters Union No. —, *Boston*. E. G. Buck, Kingston, Somerville.  
 Hoisting and Portable Engineers Union No. 5, *Boston*. L. F. Warren, 995 Washington.

INSULATORS AND ASBESTOS WORKERS UNION, No. 6918, A. F. of L., *Boston*. Chas. Justice, Box 1968.

## NATIONAL ASSOCIATION OF STEAM AND HOT WATER FITTERS AND HELPERS OF AMERICA:

- Branch No. 22 (Steam Fitters), *Boston*. John C. Brophy, 8 Bennett.
- Branch No. 26 (Helpers), *Boston*. Edward Vaughn, 30 Tremont, Charlestown.
- Branch No. 41 (Steam Fitters), *Fitchburg*. Fred E. Nelson, 119 Pearl.
- Branch No. 20, *Holyoke*. Thos. Dugan, 450 Maple.
- Branch No. 21, *Springfield*. J. J. Gubbins, 19 Brookline Av.
- Union No. 25 (Steam Fitters), *Worcester*. Jas. Burnes, 96 Mechanic.
- Branch No. 35, *Worcester*. M. F. Garrett.

## OPERATIVE PLASTERERS INTERNATIONAL ASSOCIATION OF THE UNITED STATES AND CANADA:

- Union No. 10, *Boston*. Michael J. Norton, 64 Bromley, Rox.
- Union No. 102, *Lawrence*. Frank Gorman, 29 Spruce.
- Union No. 45, *Lowell*. Wm. Bramford, 53 Whipple.

Painters Union, No. —, *Marblehead*.

Plasterers Tenders Union, No. 1, *Boston*. Wm. Ganney, Hunneman, Rox.

Roofers Protective Union, No. 7311, A. F. of L., *Boston*. M. Core, 1199½ Washington.

Roofers Union, No. 3804, *Worcester*. John Powers.

Steam Fitters Union, No. —, *Lowell*. Jas. Angelow, 51 Pond.

Tile Layers Union, No. —, *Boston*.

## UNITED ASSOCIATION JOURNEMEN PLUMBERS, GAS FITTERS, STEAM FITTERS, AND STEAM FITTERS'

## HELPERS OF THE UNITED STATES AND CANADA:

- Union No. 116, *Amherst*. Edward Bangs, 29 Lincoln Av.
- Union No. 175 (Gas Fitters), *Boston*. L. P. Herr, 229 Washington.
- Union No. 12 (Plumbers), *Boston*. D. J. McCurdy, 5 Bradford Terrace, Everett.
- Union No. 316 (Steam Fitters, Gas Fitters, and Helpers), *Brockton*. A. R. Gardner, 10 Florence.
- Union No. 276 (Plumbers), *Brockton*. J. J. Callahan, 64 Denton.
- Union No. 127, *Cambridge*. G. H. Coolidge, 59 Pine.
- Union No. 56 (Steam Fitters), *Fall River*. D. J. Harrington, 545 Second.
- Union No. 92 (Plumbers), *Fitchburg*. M. L. Flynn, 18 Nashua.
- Union No. 228 (Plumbers and Fitters), *Gloucester*. Edwin Deering, 14 Liberty.
- Union No. 262, *Greenfield*. Geo. W. Mason, 4 Leonard.
- Union No. 179, *Haverhill*. T. H. Thompson, 241 Washington.
- Union No. 176, *Holyoke*. W. H. Partridge, 409 Union.
- Union No. 283 (Plumbers), *Lawrence*. Jas. H. Bain, 27 Florence.
- Union No. 396, *Lenox*. Jos. J. Johnson, Box 139.
- Union No. 9 (Plumbers), *Lowell*. M. J. Donohue, 671 Broadway.
- Union No. 277 (Steam Fitters and Steam Fitters' Helpers), *Lynn*. L. D. Goodwin, 57 Park.
- Union No. 77 (Plumbers), *Lynn*. J. B. Horgan, 75 Ocean.
- Union No. 145, *Malden*. J. M. Coakley, 58 Granite.
- Union No. 131, *Marlborough*. J. H. Mahoney, Windsor House.
- Union No. 231, *Milford*. W. K. Coomps, 5 Chapin.
- Union No. 53, *New Bedford*. J. F. Collins, 3 Tilton.
- Union No. 159, *North Adams*. P. J. Scully, 120 Cliff.
- Union No. 64, *Northampton*. W. A. Burrows, 18 Crafts Av.
- Union No. 287, *Pittsfield*. F. Shaw, 134 Bradford.
- Union No. 275, *Quincy*. M. F. Burk, 137 Granite.
- Union No. 133, *Salem*. A. F. Teague, 12 Franklin Pl., Beverly.
- Union No. 89, *Springfield*. L. A. Hennessey, 368 Armory.
- Union No. 301, *Taunton*. E. J. Cotter, 165 Cohannet.
- Union No. 123, *Waltham*. Wm. Clark, Watertown.
- Union No. 313, *Westfield*. C. E. Pierce, c/o D. L. Hood.
- Union No. 4, *Worcester*. Thos. Thompson, 46 Arlington.

## UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA:

- Union No. 395, *Adams*. Geo. Rupprecht, 34 N. Summer.
- Union No. 831, *Arlington*. M. A. Ross, 44 Brattle.
- Union No. 1059, *Athol*. Thos. B. Bernis.
- Union No. 761, *Attleborough*. Ebna C. Allen, 67 East, North Attleborough.
- Union No. 878, *Beverly*. Albert W. Dodge, 40 Chase.
- Union No. 35, *Boston*. D. H. Deegan, 1132 Dorchester Av., Dor.
- Union No. 954, *Boston*. I. Becker, 30 Norman.
- Union No. 67, *Boston*. J. McLaughlin, 35 Valentine, Rox.
- Union No. 889, *Boston*. Percy Maxner, Cypress Rd., Brighton.
- Union No. 218, *Boston*. C. M. Dempsey, 272 Meridian, E. Boston.
- Union No. 959, *Boston*. Jas. Hettler, Osceola, Hyde Park.
- Union No. 386, *Boston*. Jas. W. Lent, 23 Harbor View, Dor.
- Union No. 933, *Boston*. A. W. Borden, 86 Beach, W. Rox.
- Union No. 1093 (Floor Layers), *Boston*. R. C. Sullivan, 15 Dorchester Av., Dor.
- Union No. 1046, *Bridgewater*. John Toomey.
- Union No. 624, *Brockton*. Willard Hanson, 100 Turner.
- Union No. 433, *Brookline*. Jas. Keefe, 9 High St. Pl.
- Union No. 441, *Cambridge*. J. L. Mayers, 559 Massachusetts Av.
- Union No. 445, *Chelsea*. P. S. Mulligan, 30 Poplar.
- Union No. 655, *Chicopee*. Emond Blanchette, 87 Exchange.
- Union No. 863, *Clinton*. Omer Harvey.

## Building Trades — Concluded.

## UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA — Con.

- Union No. 1123, *Cohasset*. H. Campbell, Scituate Centre.  
 Union No. 950, *Danvers*. F. J. Haley, 8 Holten.  
 Union No. 892, *Dedham*. Reuben Carleton, 23 Church.  
 Union No. 784, *Easton* (N. Easton). E. E. Watts.  
 Union No. 780, *Everett*. W. A. MacDuff, 17 Franklin.  
 Union No. 223, *Fall River*. A. Sampson, 203 Horton.  
 Union No. 1008, *Falmouth*. S. W. Bowman, W. Falmouth.  
 Union No. 778, *Fitchburg*. Chas. Patterson, 184 Lunenburg.  
 Union No. 890, *Framingham*. F. R. Hill, 243 Waverly, So. Framingham.  
 Union No. 570, *Gardner*. Jos. E. Cormier, Box 15.  
 Union No. 910, *Gloucester*. W. T. Bride, 7 Winchester.  
 Union No. 1045, *Great Barrington*. C. H. Bell, 54 Dresser Av.  
 Union No. 782, *Greenfield*. Jos. Desautels, Elm.  
 Union No. 82, *Haverhill*. Geo. A. Frost, Box 401.  
 Union No. 424, *Hingham*. W. D. Foley, Box 113.  
 Union No. 656, *Holyoke*. M. J. Gleason, 125 Dwight.  
 Union No. 390, *Holyoke*. P. Provost, Box 56, Willimansett.  
 Union No. 400, *Hudson*. Geo. E. Bryant, Box 125.  
 Union No. 802, *Hyde Park*. Jas. Faulkner, 419 Hyde Park Av.  
 Union No. 111, *Lawrence*. J. M. Kelley, 79 Willow.  
 Union No. 370, *Lenox*. P. H. Cannavan, Box 27.  
 Union No. 794, *Leominster*. D. W. Shalles, 68 Church.  
 Union No. 49, *Lowell*. Jos. Pyon, 309 W. Sixth.  
 Union No. 688, *Lynn*. W. H. E. Nichols, 16 Cedar.  
 Union No. 1041, *Lynn*. Myron L. Delano, 68 Pine.  
 Union No. 625, *Malden*. Geo. R. Bellevue, Webster.  
 Union No. 924, *Manchester*. W. H. Allen.  
 Union No. 962, *Marblehead*. E. H. Roach, 24 Village.  
 Union No. 988, *Marlborough*. I. W. Wiles, 55 Commonwealth.  
 Union No. 777, *Medford*. Thos. H. Flynn, 15 South.  
 Union No. 760, *Melrose*. C. Fletcher, 39 Boardman Av.  
 Union No. 867, *Milford*. Wm. C. Waters, 27 Pond.  
 Union No. 847, *Natick*. C. A. Lane, Waban.  
 Union No. 603, *Needham*. Elias W. Adams.  
 Union No. 1021, *New Bedford*. Jos. Maher.  
 Union No. 989, *Newburyport*. W. Wilson, 36 Oakland.  
 Union No. 275, *Newton*. C. L. Connors, 10 Rutland, Watertown.  
 Union No. 880, *Newton*. F. C. Bolaner, 1241 Centre, Newton Centre.  
 Union No. 708, *Newton*. D. M. Chandler, 25 Dunstan.  
 Union No. 193, *North Adams*. J. J. Agan, 243 River.  
 Union No. 351, *Northampton*. J. E. Chabot, 19 Union.  
 Union No. 866, *Norwood*. F. M. Prescott, 93 Hill.  
 Union No. 444, *Pittsfield*. Chas. Hyde, 16 Booth's Pl.  
 Union No. 762, *Quincy*. W. B. Adams, 2 Hill.  
 Union No. 846, *Revere*. J. S. Williams, 30 Barrett.  
 Union No. 888, *Salem*. D. Schautz, 291 Essex.  
 Union No. 1167, *Scituate*. W. E. Supple.  
 Union No. 629, *Somerville*. D. N. Bresnahan, 51 Harrison.  
 Union No. 861, *Southbridge*. L. E. Jacques.  
 Union No. 177, *Springfield*. W. W. R. Miner, 31 Middlesex.  
 Union No. 96 (French), *Springfield*. N. E. Maurice, 49 Willow.  
 Union No. 1105 (Mill), *Springfield*. J. F. Moran, 9 Bell Av., Merrick.  
 Union No. 1063, *Stoughton*. Patrick Dillon.  
 Union No. 1035, *Taunton*. Felix Grise, 15 Russell.  
 Union No. 862, *Warefield*. Reuben J. Lefave, Reading.  
 Union No. 540, *Waltham*. W. F. Annable, 119 Brown.  
 Union No. 1102, *Watertown*. Gus Lindstroem, 31 Spring.  
 Union No. 823, *Webster*. Geo. M. Wilson, 19 Crosby.  
 Union No. 222, *Westfield*. L. H. Andrews.  
 Union No. 848, *Weymouth*. G. B. Loring, E. Braintree.  
 Union No. 1018, *Whitman*. E. A. Vaughan.  
 Union No. 979, *Williamstown*. Arthur Brooks.  
 Union No. 961, *Winchester*. Thos. Devine, Woburn.  
 Union No. 821, *Winthrop*. F. S. Campbell, 29 Main.  
 Union No. 885, *Woburn*. Geo. H. Peppard, 14 Court.  
 Union No. 23, *Worcester*. Alford Anderson, 88 Jacques Av.  
 Union No. 408 (French), *Worcester*. J. A. Ladamme, 65 Orient.  
 Union No. 877 (Mill), *Worcester*. Chas. T. Gates, Jr., 32 Coburn Av.  
 Union No. 720 (Swedish), *Worcester*. Fred Peterson, 11 Elizabeth.

## WOOD, WIRE, AND METAL LATHERS INTERNATIONAL UNION:

- Union No. 72, *Boston*. Frank Keough, 987 Washington.  
 Union No. 123, *Brockton*. F. W. Doane, 458 N. Main.  
 Union No. 31, *Holyoke*. J. Denault, 35 Park.  
 Union No. 90, *Lawrence*. Frederick Worthen, 62 Exchange.  
 Union No. —, *Lowell*.  
 Union No. 99, *Lynn*. W. J. Kealey, 55 Franklin.  
 Union No. 96, *Quincy*. Alexander A. McDonald, 28 Quincy.  
 Union No. 25 (Holyoke, Springfield, and Northampton), *Springfield*. D. La Blue, 133 Union.  
 Union No. 79, *Worcester*. Fred Coston, c/o Norcross Bros.

## Carriage and Wagon Workers.

## INTERNATIONAL UNION OF CARRIAGE AND WAGON WORKERS OF NORTH AMERICA:

- Union No. 27, *Amesbury*. C. F. Ramsdell, 140 Congress.  
 Union No. 9, *Boston*. Otto M. Frank, 378 Washington.  
 Union No. 103, *Brockton*. E. D. Thayer.  
 Union No. 54, *Holyoke*. M. J. Harrigan, 887 Elm.  
 Union No. 19, *Lawrence*. J. B. Cameron, 64 Saratoga.  
 Union No. 60, *Springfield*. A. H. Newman, 24 Bease Pl.  
 Union No. 22, *Worcester*. L. E. Murphy, 147 Institute Rd.

## Clothing.

## JOURNEYMEN TAILORS UNION OF AMERICA:

- Union No. 12 (Custom), *Boston*. J. H. Merriam, Room 15, 89 Court.  
 Union No. 105, *Brockton*. Peter Nesblitt, 28 Centre.

**Clothing — Concluded.****JOURNEYMEN TAILORS UNION OF AMERICA — Con.**

- Union No. 244, *Lawrence*. W. J. Lynch, 148 Willow.
- Union No. 108, *Lowell*. Arthur R. Keefe, 284 Fletcher.
- Union No. 168, *Northampton*. F. Olander, 40 Grant Av.
- Union No. 28, *Springfield*. B. P. McCabe, Box 1549.

**SHIRT WAIST AND LAUNDRY WORKERS INTERNATIONAL UNION:**

- Union No. 19, *Adams*. Harry H. Smith, 45 Myrtle.
- Union No. 64, *Brockton*. P. F. Hanley, 69 Spring.
- Union No. 12, *Leominster*. W. B. Mansfield, 77 Main.
- Union No. 62, *Lynn*. Geo. E. Cole, 67 Franklin.
- Union No. —, *Worcester*. L. J. Powers, 10 Barton Pl.

**Straw Hat Operators Association**, No. 9691, A. F. of L., *Boston*. A. H. Goss, 185 Sidney, Dor.

**Straw Hat Operators Protective Union**, No. 9655, A. F. of L., *Foxborough*. Catherine Sullivan, Box 19.

**UNITED GARMENT WORKERS OF AMERICA:**

- Union No. 124, *North Brookfield*. Mrs. Mabel A. Griffin.
- Union No. 178, *Stoughton*. Thos. P. Donohue.
- Overall and Shirt Workers Union, No. 163, *Boston*. Jas. Allen, 80 Marshfield, Rox.
- Clothing Cutters and Trimmers Union, No. 132, *Boston*. Geo. F. Pond, Jr., Auburndale.
- Pants Makers Union, No. 173, *Boston*. S. Stein, 8 Minot.
- Rubber Workers Union, No. 174, *Boston*. Harry Nicholas, c/o Gossamer Rubber Co., Hyde Park.
- Tailors Union, No. 1, *Boston*. L. Witkin, 33½ Beach.
- Vest Makers Union, No. 172, *Boston*. Sallie Wolk, 22 Decatur.
- Women Tailors Union, No. 11, *Boston*. Teresa Larkin, 18 Kneeland.

**UNITED HATTERS OF NORTH AMERICA:**

- Union No. 6 (Finishers), *Boston*. Chas. Morris, 15 Warrenton.
- Union No. 5 (Makers), *Boston*. Edward Patterson, 285 Bowen, So. Boston.

**Vegetable Ivory Button Makers**, No. 7546, A. F. of L., *Springfield*. Wm. Reid, 20 Hubbard Av.

**Electrical Apparatus and Appliances.**

**Electrical Workers Union** No. 175, *Lowell*. A. Anderson, 37 Elm.

**Interlocking Signalmen's Union**, No. 9248 (Constructors and Maintainers), A. F. of L., *Quincy*. Thos. Nelson, 39 Old Colony, Atlantic.

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS:**

- Union No. 185 (Shopmen), *Boston*. E. W. Chamberlain, 78 Worcester.
- Union No. 108 (Inside men), *Boston*. Wm. H. Sullivan, 123 Hudson.
- Union No. 194 (Linemen), *Boston*. John A. McInnis, 12 Pearl Pl.
- Union No. 223, *Brockton*. B. E. Adams, c/o D. K. Carpenter, Belmont.
- Union No. 119 (Linemen), *Fall River*. A. Gothers.
- Union No. 46 (Inside men), *Lowell*. Geo. C. Smith, c/o Tucker & Parker, Middle.
- Union No. 7 (Mixed), *Springfield*. E. J. Binford, 269 Maple, Holyoke.
- Union No. 96 (Mixed), *Worcester*. W. S. Heath, 419 Main.

**Food Preparations.****AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA:**

- Union No. 163, *Boston*. John Dwyer, 180 No. Howard, Brighton.
- Union No. 162, *Cambridge*. Henry Klehner, 8 Marney.
- Union No. 129, *Springfield*. Frank J. Morrissey, 22 Spruce, Chicopee.

**Bakers Union** No. 311, *Haverhill*. Clarence E. Butters, 24 Main.

**Female Fish Sorters Union**, No. 9623, *Gloucester*. Mayme Rose.

**Fish Handlers and Cutters Union**, No. 9608, A. F. of L., *Boston*. M. Larandien, 351 Sumner, E. Boston.

**Fish Skinners, Cutters, and Handlers Union**, No. 9682, A. F. of L., *Gloucester*. Chas. McIsaac, 13 Chestnut.

**Fish Sorters and Trimmers Union**, No. 9623, A. F. of L., *Boston*. Marion Jeffrey, 95 Regent.

**Ice Handlers Union**, No. 9833, A. F. of L., *Pittsfield*. Egbert Smith, 16 Whipple.

**Ice-men's Protective Union** No. 171, *Boston*. N. A. Keene, 399 Rutherford Av., Charlestown.

**Ice-men's Protective Union** No. —, *Worcester*. Henry P. Mitchell, 10 Shawmut.

**JOURNEYMEN BAKERS AND CONFECTIONERS INTERNATIONAL UNION OF AMERICA:**

- Union No. 4, *Boston*. John M. Nickereel, 45 Elliot.
- Union No. 45, *Boston*. Jacob Toubuld, 7 Boylston Pl.
- Union No. 53, *Boston*. B. Hoffman, 8 Ulmer, Rox.
- Union No. 154, *Boston*. August Gronau, 45 Elliot.
- Union No. 180, *Brockton*. G. A. Alsopp, Box 265.
- Union No. 99, *Fall River*. Wm. Norris, 110 Rockland.
- Union No. 96, *Holyoke*. H. Pigeon, 16 Cabot.
- Union No. 168, *Lawrence*. J. J. Tobin, 468 Haverhill.
- Union No. 169, *Lowell*. Thos. I. Malley, 13 Wille.
- Union No. 182, *Lynn*. John Dutton, 105 Ontario.
- Union No. 170, *Milford* and Vicinity. Jas. Forest, 13 Central.
- Union No. 206, *North Adams*. Wm. F. McGinnis, 19 Main.
- Union No. 142, *Springfield*. J. J. O'Brien, 4 Vale Av.
- Union No. 54, *Taunton*. Philip M. Zoeggel, 46 Park.
- Union No. 202, *Waltham*. Frank Schultz, 56 Central.
- Union No. 72, *Worcester*. Eugene Stone, 32 Pearl.

**Stockmen's Protective Union**, No. 9662, A. F. of L., *Boston*. John Coultre, 7 Bellflower, So. Boston.

**Furniture.**

**Furniture Packers Union**, No. 9462, A. F. of L., *Boston*. J. Donovan, 446 Tremont.

**Mattress Makers Union**, No. 8597, A. F. of L., *Worcester*. John A. Mulvey, 98 Mechanic.

**Upholsterers International Union of North America**, No. 53, *Boston*. Ferdinand C. Speth, 114 M, So. Boston.

**Upholsterers Union**, No. 50, *Springfield*. Alfred Schief, 64 State.

**Gas-House Workers.**

**Gas Workers Union**, No. 9669, A. F. of L., *Springfield*. Jos. Butcher, 109 Orchard.

**Leather.**

**Amalgamated Association of Leather Workers** No. 30, *Woburn*. J. J. O'Connor, Buckman.

**AMALGAMATED LEATHER WORKERS UNION OF AMERICA:**

- Union No. 19, *Boston*. John Hastings, 167 Eastern Av., Malden.
- Leather Workers Protective Union No. 3, *Lowell*. Michael Devine, 174 High.
- Beamsters and Stakers Union, *Lynn*. Michael J. Ahearn, Pres., 24 Chester Pl.
- Glaziers Union No. 269 (Morocco), *Lynn*. Richard Malley, Pres., 6 Deer Park.

**Leather—Concluded.**

Amalgamated Leather Handlers Union of America No. 32, *Boston*. —, 45 Elliot.  
 Leather Workers Union No. 20, *Lynn*.  
 New England Buffers Protective Union, *Woburn*. Martin Connolly, Chestnut.

**Liquors: Malt, Distilled, and Fermented.****NATIONAL UNION OF THE UNITED BREWERY WORKMEN OF THE UNITED STATES:**

Union No. 14, *Boston*. J. Emil Lieber, 1117 Columbus Av., Rox.  
 Union No. 23, *Boston*. E. Ward, 1117 Columbus Av., Rox.  
 Bottlers and Drivers Union No. 132, *Boston*. Jas. McClusky, 1117 Columbus Av., Rox.  
 Union No. 137, *Fall River*. Jas. Dewhurst, 137 Glasgow.  
 Union No. 123, Branch No. 1, *Haverhill*. John S. Schleich, c/o Essex Brewing Co.  
 Union No. 123, *Holyoke*. Daniel Kane, 28 Orleans, Williamansett.  
 Bottlers and Drivers Union No. 119, *Lawrence*. Jas. Martin, 29 Woodland.  
 Union No. 125, *Lawrence*. John Proetz, Broadway and Inman.  
 Union No. 14, Branch No. 1, *Lowell*. Gottfried Ischi, c/o Harvard Brewery.  
 Union No. 117, *Lowell*. Geo. A. Campbell, 73 Monmouth Av.  
 Union No. 197, *New Bedford*. Daniel Mahoney, 3 Cornell Pl.  
 Union No. 141, *Pittsfield*. Frank C. Lubold, 110 Onota.  
 Union No. 99, *Springfield*. Paul H. Rappold, 25 Wights Av.  
 Bottlers and Drivers Union, No. 143, *Springfield*. K. Rubenstein, 14 Worthington.  
 Bottlers and Drivers Union, No. 180, *Worcester*. Dennis J. Doyle, Columbia Hotel.  
 Union No. 136, *Worcester*. John J. Ryan, 2 Endicott.

**Metal Workers.**

Allied Metal Mechanics Union, No. 101, *Chicopee*. Chas. H. Foraut, 62 Grove, Chicopee Falls.

**AMALGAMATED SHEET METAL WORKERS INTERNATIONAL ASSOCIATION:**

Union No. 17, *Boston*. W. A. Dugan, 26 Clarence, Rox.  
 Tin Workers Union, No. 93, *Boston*. Chas. F. McMahon, 227 Fourth, So. Boston.  
 Union No. 157, *Fitchburg*. Matthew Briggs, cor. Ashby Road.  
 Union No. 155, *Holyoke*. Wm. Goodell, 24 Waldo.  
 Union No. —, *Lowell*. Jas. Gordon, 3 Kimball Av.  
 Union No. 217, *Lynn*. Andrew Horne, 70 Cottage.  
 Union No. 133, *North Adams*. Fred F. Foster, 9 Meadow.  
 Union No. 27, *Springfield*. Samuel House, 64 Margaret.  
 Union No. 184, *Worcester*. J. Clayton Smith, 10 Lancaster.

Amalgamated Sheet Metal Workers Union, No. —, *Salem*.

Amalgamated Society of Engineers and Machinists (English Organization), *Boston*. Harry Johnson, 133 Marcella.

Brass Molders Union, No. 67, *Northampton*. John J. Lenihan, Haydenville.

**BROTHERHOOD OF BOILER MAKERS AND IRON SHIP BUILDERS OF AMERICA:**

Bay State Lodge, No. 9, *Boston*. Thos. E. Keenan, 80 W. Fifth, So. Boston.  
 E. Cambridge Lodge, No. 250, *Cambridge*. Patrick J. Norris, 256 Bowen.  
 Rollstone Lodge, No. 299, *Fitchburg*. Thos. Maney, 16 Granite.  
 Boiler Makers Union, No. 75, *Holyoke*. Fortuna Marchand, 756 Grotton, Chicopee Falls.  
 Essex Lodge, No. 240, *Lawrence*. John Collins, 232 Methuen.  
 Spindle City Lodge, No. 43, *Lowell*. John J. Linnane, 46 Blossom.  
 Norwood Lodge No. 281, *Norwood*. Peter Daley, 51 Day.  
 Home City Lodge No. 318, *Springfield*. John Hennessy, 49 Central.  
 Fore River Lodge No. 214, *Weymouth*. H. Senior, Box 280.

**CORE MAKERS INTERNATIONAL UNION OF AMERICA:**

Union No. 1, *Boston*. T. O'Leary, 72 Spring, Cambridge.  
 Union No. 11, *Holyoke*. Jas. Fitzpatrick, 13 Willow.  
 Union No. 13, *Lowell*. F. B. Forsberg, 28 So. Walker.  
 Union No. 57, *Westfield*. D. L. Poulin, 7 Lewis.  
 Union No. 15, *Worcester*. Timothy Kelley, Kobley's Foundry, Gold.

Drop Forgers and Hammermen's Union, *Boston*. Chas. McCheskey, 167 W. Newton.

Drop Forgers Union No. 59, *Springfield*. E. J. Landers, 6 Atwood Pl.

Foundry Helpers Union, No. 8416, A. F. of L., *Westfield*. Jeremiah O'Shea, 17 Mechanic.

Gold Beaters Protective Union, No. 8612, A. F. of L., *Boston*. Paul Holmes, 33 Sudbury.

Grand Union of the International Brotherhood of Blacksmiths, No. 216, *Brockton*. Chas. M. Hall, 9 Turner.

Horse Nail Assorters Protective Union, No. 6511, A. F. of L., *Boston* (Neponset). Nellie Flanagan, 64 Newhall Av.

Horse Nail Makers Union, No. 6313, A. F. of L., *Boston*. John F. Brooks, 19 Norwood, Neponset.

**INTERNATIONAL ASSOCIATION OF ALLIED METAL MECHANICS:**

Lodge No. 92, *Boston*. N. S. Broderick, 181 Centre, Rox.  
 Union No. 118, *Northampton*. Thos. F. Brown, Florence.  
 Union No. 80, *Springfield*. G. E. Goring, 356 Belmont Av.  
 Union No. 81, *Westfield*. E. A. Kitteredge, 11 Broad.

International Association of Bridge and Structural Iron Workers, Union No. 7, *Boston*. Jas. Webb, 3 Bennett.

**INTERNATIONAL ASSOCIATION OF MACHINISTS:**

Lodge No. 307, *Athol*. Frank A. Bicknell, Box 112.  
 Lodge No. 264, *Boston*. Chas. R. Sterling, 387 Washington.  
 Lodge No. 176, *Brockton*. Henry L. Reed, Brookside Av., Campello.  
 Highland Lodge No. 457, *Chicopee* (Chicopee Falls). Jos. I. Pool, 317 Walnut.  
 Lodge No. 378, *Fall River*. John W. Moran, 583 Plymouth Av.  
 Rollstone Lodge No. 408, *Fitchburg*. A. M. Driesmack, 11 Summer.  
 Lodge No. 481, *Greenfield*. Robert Crossland, 142 Federal.  
 Paper City Lodge No. 410, *Holyoke*. John H. Whitelock, Williamansett, Box 92.  
 Lodge No. 48, *Hopedale* (Milford and Hopedale). Walter F. Mason, 51 E. Main, Milford.  
 Lodge No. 345, *Hyde Park*. E. J. Baurtriot, 66 Sunnyside.  
 Lincoln Lodge No. 172, *Lawrence*. Ralph Harrison, 390 Andover.  
 Lodge No. 138, *Lowell*. Thos. J. Foody, 16 Winter.  
 Lodge No. 471, *Lynn*. Jonathan N. Olesen, 851 Western Av.  
 Tunnel City Lodge No. 107, *North Adams*. H. T. Hopkins, 118 E. Quincy.  
 Machinists Lodge No. 448, *Northampton*. Charley Clark, 81 High, Florence.  
 Lodge No. 391, *Norwood*. Wm. King, Railroad Av.  
 Berkshire Lodge No. 435, *Pittsfield*. L. C. Evon, 41 Hamlin.  
 Quincy Lodge No. 108, *Quincy*. Geo. B. Loring, Box 97, Weymouth.  
 North Shore Lodge No. 468, *Salem*. E. M. Heath, 2 Carlisle Pl.  
 Bay State Lodge No. 889, *Springfield*. Jas. C. Bennett, 13 Fulton.  
 Lodge No. 489, *Taunton*. Thos. P. Moran, 138 Oak.  
 Norumbega Lodge No. 465, *Waltham*. G. L. Duncan, 15 Pine.



**Metal Workers — Concluded.****INTERNATIONAL ASSOCIATION OF MACHINISTS — Con.**

- Lodge No. 227, *Westfield*. Gilles S. Potter, General Delivery.  
 Lodge No. 359, *Worcester*. W. F. Cool, 11 Perry Av.  
 International Tack Makers Union, No. 8557, A. F. of L. (local No. 1), *New Bedford*. A. E. Lincoln, 101 Washington, Fairhaven.

**INTERNATIONAL UNION OF JOURNEYMEN HORSESHOERS OF THE UNITED STATES AND CANADA:**

- Union No. 5, *Boston*. Jeremiah Cronin, 15 Hall, Jamaica Plain.  
 Union No. 97, *Haverhill*. P. M. Redden, 21 Court.  
 Union No. 128, *Holyoke*. Edward Murphy, 30 High.  
 Union No. 64, *Lawrence*. E. M. Garnett, No. Andover Depot.  
 Union No. 140, *Leominster*. John E. Fowler, 73 Church.  
 Union No. 42, *Lowell*. M. J. Haggerty, 48 A.  
 Union No. 33, *Lynn*. Leo O'Neill, 17 Chestnut Ct.  
 Union No. 91, *North Adams*. Alfred Benoit, Washington Av.  
 Union No. 163, *Pittsfield*. M. J. Guldinar, 162 N.  
 Union No. 154, *Salem*. J. H. Driscoll, 6 Olive.  
 Union No. 16, *Springfield*. D. J. Nolan, 109 Congress.  
 Union No. 129, *Taunton*. John Daggett, 14 Grove.  
 Union No. 131, *Westfield*. Richard Jeffers, 50 No. Elm.  
 Union No. 31, *Worcester*. J. J. Mungovan, 40 Gage.

**IRON MOLDERS UNION OF NORTH AMERICA:**

- Union No. 106, *Boston*. Thos. McSweeney, 39 Woodward, So. Boston.  
 Union No. 129, *Chelsea*. John F. O'Rourke, 183 London, E. Boston.  
 Union No. 48, *Fall River*. Wm. Acton, 234 Dover.  
 Union No. 97, *Fitchburg*. Robert K. Hill, 15 Brigham.  
 Union No. 323, *Foxborough* (and Norwood). F. J. McGee, Box 406, Foxborough.  
 Union No. 303, *Gardner* (W. Gardner). Jas. J. Revane, Otter River.  
 Union No. 347, *Greenfield*. Wm. Lynch, 35 Main.  
 Union No. 115, *Holyoke*. E. H. Cooley, 125 Newton.  
 Union No. 48, *Lawrence*. John P. Flemming, 214 So. Union.  
 Union No. 85, *Lowell*. Wm. F. Mahoney, 116 Chapel.  
 Union No. 103, *Lynn* (and Salem). Bart. Galvin, 20 Ray.  
 Union No. 161, *Marlborough*. J. Burns, 6 Hildreth.  
 Union No. 254, *Milford*. J. W. Corcoran, 11 Bancroft Park, Hopedale.  
 Union No. 300, *North Adams*. Jas. Currey, 79 Spring.  
 Union No. 225, *Northampton* (Florence). Donald Leith, Box 279.  
 Union No. 167, *Springfield*. John P. O'Connell, 351 Chestnut.  
 Stove Molders Union, No. 39, *Taunton*. Jas. E. Stevens, 20 Orchard.  
 Union No. 70, *Wakefield*. Geo. F. Hawright, 11 Foundry.  
 Union No. 102, *Waltham*. Jos. Miller, Williams and Charles.  
 Union No. 179 (Stove Plate Molders), *Watertown*. Henry A. Atwood, Riverside.  
 Union No. 95, *Westfield*. B. M. Lynch, 57 Mechanic.  
 Union No. 67, *Williamsburg* (Haydenville). J. H. Malley.  
 Union No. 5, *Worcester*. W. J. Mahoney, Box 748.

Iron Workers Union, No. 8320, A. F. of L., *Westfield*. Harrison Elliot, 19 Ashley.

Knife Forgers Union, No. 165, *Northampton*. Frederick Martin, 21 Clement, Bay State.

Machine Blacksmiths Union, No. —, *Worcester*. John D. Morrissey, 7 Blossom.

Machinists Union, No. 144, *Holyoke*. F. Chicomine, 311 High.

Machinists Union, *Winchester*.

**METAL POLISHERS, BUFFERS, PLATERS, BRASS MOLDERS, AND BRASS WORKERS INTERNATIONAL UNION OF NORTH AMERICA:**

- Polishers Union, No. 118, *Athol*. M. W. Meany, 146 Beacon.  
 Brass Workers Union, No. 55, *Boston*. G. H. McGrane, 312 Paris, E. Boston.  
 Chandler Workers Union, No. 18, *Boston*. Jas. J. Hickey, 22 Fitchburg, Somerville.  
 Polishers Union, No. 95, *Boston*. Wm. H. Burns, 14 Sable Ct., Medford.  
 Metal Polishers Union, No. 27, *Chicopee* (Chicopee Falls). Bart. Moriarty, 99 Montgomery.  
 Union No. 145, *Fitchburg*. Albert Krone, 1 Nockege.  
 Union No. 164, *Holyoke*. Wm. Butler, Holyoke.  
 Metal Polishers Union, No. 103, *Lowell*. John Griffin, 23 Clair.  
 Union No. 123, *Lynn*. C. K. Lawrie, 78 Mall.  
 Metal Polishers Union, No. 174, *Montague* (Turners Falls). John J. Shanahan, Box 179.  
 Molders Union, No. 139, *Northampton*. Henry Kelley, 29 Hatfield.  
 Platers, Buffers and Polishers Union, No. 155, *Northampton*. Ervin J. Bingley, Bay State.  
 Polishers Union, No. 84, *Orange*. M. H. Hartney, 98 Mechanic.  
 Brass Workers Union, No. 176, *Springfield*. John O'Brien, Chicopee.  
 Polishers Union, No. 30, *Springfield*. Gus Sederland, 15 Central.  
 Platers, Buffers, and Polishers Union, No. 154, *Taunton*. J. E. Coughlin, 23 Fruit.  
 Polishers Union, No. 50, *Waltham*. C. A. Loynd, 73 Cypress, Watertown.  
 Union No. 147, *Westborough*. Jas. J. Keegan, 88 South.  
 Metal Polishers, Buffers, and Platers Union, No. 80, *Westfield*. E. Pollnatter, 10 Grant.  
 Brass Workers Union, No. 65, *Williamsburg*. F. Dunleavy.  
 Polishers Union, No. 151, *Worcester*. M. H. Dillon, 37 Fox.

Needle Workers Union, No. 7001, *Springfield*. J. J. Sullivan, 61 Franklin.

Sawsmiths National Union, No. 7173 (Local No. 3), A. F. of L., *Fitchburg*. W. B. Bowers, 112 Lawrence.

Scandinavian Machinists Union, No. —, *Boston*.

Stove Mounters and Steel Range Workers Union, No. 40, *Taunton*. Damon Marvel, 863 Somerset Av.

Stove Plate Molders Union, No. 129, *Boston*.

Table Knife Grinders Union, No. 6, *Northampton*. Wm. Eyre, 105 Main, Bay State.

**UNITED METAL WORKERS INTERNATIONAL UNION OF AMERICA:**

- House-smiths and Structural Iron Workers Union, No. 36, *Boston*. E. J. Ryan, 9 Blue Hill Av.  
 Structural Iron and Steel Workers Union, No. 16, *Springfield*. Thos. Dowd, 34 Butler.  
 Union No. 13, *Springfield*. A. G. Partridge, 182 Eastern Av.

Wire Workers Protective Union, No. 1, *Boston*. Jos. H. Post, 45 Foster, Brighton.

**Pattern and Last Makers.**

- Last Makers Union, No. 9269, A. F. of L., *Brockton*. H. A. Reynolds, 65 Howard.  
 Pattern Makers League of North America, Pattern Makers Association of Boston and Vicinity, *Boston*.  
 L. C. Powers, 166 Mt. Vernon, Malden.

**Musical Instruments and Materials.**

- Piano and Organ Workers Union, No. 19, *Boston*. John J. Burke, Dillon, Rox.  
 Piano and Organ Workers International Union, No. 33, *Leominster*. W. I. Jewett.  
**PIANO AND ORGAN WORKERS INTERNATIONAL UNION OF AMERICA:**  
 Union No. 20, *Westfield*. Theodore Danglemeier, 13 King's Pl.  
 Union No. —, *Worcester*. J. H. Scollay, Vernon Hotel, Vernon Sq.

**Paper and Paper Goods.**

Pulp Mill Workers Union, No. 9180, A. F. of L., *Northampton*. John J. Hurley, 91 Hawley.  
**UNITED BROTHERHOOD OF PAPER MAKERS OF AMERICA:**  
 Lodge No. 19, *Fitchburg*. Wm. P. Esple, Ashburnham.  
 Eagle Lodge, No. 1, *Holyoke*. Thos. Mellor, 116 West.  
 Union No. 33, *Huntington*. Arthur L. Crum.  
 Union No. —, *Lawrence*. Cornelius F. Merrigan, 80 Springfield.  
 Union No. 30, *West Springfield*. J. S. Sullivan, River, near King, Agawam.

**Printing and Bookbinding.****INTERNATIONAL BROTHERHOOD OF BOOKBINDERS OF NORTH AMERICA:**

Union No. 56 (Bindery Women), *Boston*. Mary Wood, 373 Emerson.  
 Union No. 16 (Bookbinders), *Boston*. Daniel A. Mullen, 14 Jay, Cambridgeport.  
 Union No. 13 (Paper Rulers), *Boston*. W. H. Welch, 561 So. Boston.  
 Union No. 45 (Stampers), *Boston*. Timothy O'Brien, 101 Railroad Av., Norwood.  
 Union No. 14, *Holyoke*. Benjamin F. Masterson, 23 Worcester Pl.  
 Union No. 104, *Lowell*. Jas. A. Lawson, 15 Anderson.  
 Union No. 74, *Springfield*. F. Kattler, 14 Princeton.

**INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS UNION OF NORTH AMERICA:**

Franklin Ass'n, No. 18, *Boston*. M. S. Cooney, 235 Washington.  
 Boston Printing Pressmen's Union, No. 67, *Boston*. Jas. Roche, 7 Spring Lane.  
 Union No. 102, *Brockton*. R. A. Gould, 96 Moraine.  
 Union No. 94, *Fall River*. R. H. Altham, 54 Spring.  
 Union No. 92, *Framingham*. J. A. Winchenback, 16 Charles.  
 Union No. 35, *Holyoke*. W. N. Cook, c/o Transcript Office.  
 Union No. 35, *Lawrence*. Chas. T. Schuele, 47 Berkeley.  
 Lowell Allied Printing Pressmen's Union, No. 109, *Lowell*. John H. Cull, 84 Chapel.  
 Union No. 35, *Norwood*. H. Caldwell, 100 Chapel.  
 Union No. 35, *Springfield*. Wm. R. Tobin, Box 1263.

Web Pressmen's Union, No. 3, *Boston*. Chas. Hayes, 132 Antrim, Cambridgeport.

**INTERNATIONAL PRINTING PRESSMEN'S UNION No. —, Worcester.** C. F. Wilmot, 57 Harrison.**INTERNATIONAL STEREOTYPERS AND ELECTROTYPERS UNION:**

Union No. 11 (Electrotypers), *Boston*. J. W. Moreland, 159 Mt. Auburn, Cambridge.  
 Union No. 2 (Stereotypers), *Boston*. E. Moore, Box 3350.  
 Union No. 52 (Stereotypers), *Fall River*. E. J. Murphy, 498 Second.  
 Union No. 44 (Stereotypers and Electrotypers), *Springfield*. E. J. Cook, 53 Palmer Av.

**INTERNATIONAL TYPOGRAPHICAL UNION OF NORTH AMERICA:**

Newspaper Mailers Union No. 1, *Boston*. E. F. Murphy, Box 1817.  
 Newspaper Writers Union No. 1, *Boston*. J. F. O'Sullivan, 96 Bradstreet Av., Beachmont.  
 Union No. 3 (Photo-engravers), *Boston*. J. P. Simonds, Jr., 23 Ottawa.  
 Union No. 2 (Type Founders), *Boston*. A. J. Lane, 155 K, So. Boston.  
 Union No. 13 (Typographers), *Boston*. A. G. Davis, 52 Federal, Room 2.  
 Union No. 224, *Brockton*. J. J. Fraser, c/o Times Office.  
 Union No. 61, *Cambridge*. Max Merk, 11 Madison.  
 Union No. 161, *Fall River*. C. E. Clark, Box 479.  
 Union No. 486, *Gloucester*. E. P. McKenzie, 5 Babson.  
 Union No. 38, *Haverhill*. W. J. Page, 70 Emerson.  
 Union No. 253, *Holyoke*. August Lehman, 49 Sargent.  
 Union No. 51, *Lawrence*. B. J. Keaveny, Box 122.  
 Union No. 310, *Lowell*. P. McHugh, Box 1090.  
 Union No. 190, *Lynn*. C. H. Reed, 99 Stetson Av., Swampscott.  
 Union No. 281 (Marlborough, Hudson and Maynard), *Marlborough*. C. W. Favreau, Box 726, Hudson.  
 Union No. 276, *New Bedford*. H. H. Lewis, 282 Acushnet Av.  
 Union No. 423, *Newburyport*. Chas. Johnson, c/o Item.  
 Union No. 316, *North Adams*. E. P. Faulkner, 18 Veazie.  
 Union No. 223, *Norwood*. E. S. Warde, 115 Vernon.  
 Union No. 109, *Pittsfield*. Fred E. Jones, 394 Fenn.  
 Union No. 216, *Springfield*. Jas. S. Hanna, Box 1187.  
 Union No. —, *Salem*.  
 Union No. 319, *Taunton*. J. R. Beck, 19 Union.  
 Union No. 259, *Waltham* (Waltham and vicinity). A. L. Moody, 376 Newton.  
 Union No. 165, *Worcester*. J. J. O'Connor, 128 Front.

Lithographers Union, No. 3, *Boston*.

Press Feeders Union, *Holyoke*. Walter Wakefield, 76 East.

**Railroad Construction and Equipment.**

International Association of Car Workers, Bay State Lodge No. 27, *Fitchburg*. John B. Selloy, 15 Lincoln.

**Rubber and Elastic Goods.****ELASTIC GORING WEAVERS AMALGAMATED ASSOCIATION OF THE UNITED STATES:**

*Brockton*. E. Ashley, 81 Lowell.

*Easthampton*. Thos. Pollard.

*Rockland*. Thos. Grant, Box 665.

Rubber Workers Union No. 8622, A. F. of L., *Cambridge*. Henry Koble, 453 Cambridge, Allston.

**Shipbuilding.**

Ship Fixing Carpenters Assembly No. 12044, K. of L., *Boston*. I. Davis, 11 Tremont Pl., Charlestown.  
 Riggers, Tarrers, and Scrapers Union, No. 3599, A. F. of L., *Gloucester*. Atwill Farmer, 33 Friend.  
 Shipwrights Protective Union, No. 8966, A. F. of L., *Boston*. John R. Storey, 190 Brooks.

**Soap Workers.**

Soap Workers Union, No. 9446, A. F. of L., *Lawrence*. J. J. Cavanagh, 88 Concord.

**Stone Workers.**

Artificial Stone Workers Union, No. —, *Boston*. August Ohland, 8 Bennett.  
 Chippers and Helpers Union, No. 9122, A. F. of L., *Worcester*. John Greenhagie, Grafton.  
 Freestone Cutters Union, *Boston*.

**Stone Workers — Concluded.****JOURNEYMEN STONE CUTTERS ASSOCIATION OF NORTH AMERICA:**

*Boston.* John McGregor, 111 Franklin, Cambridge.

*Boston, Carvers Branch.* Jonathan McKenzie, 23 Walpole.

*Lee.* J. E. Tarney, Lock Box 449.

*Springfield.* Morris Kelley, 391 Armory.

*Worcester.* M. J. Scullin, Box 98, Sta. A.

Machine Stone Planermen's Union, No. 9603, A. F. of L., *Boston.* D. W. Bennock, 19 Glenwood.

**MACHINE STONE WORKERS, SAWYERS, AND HELPERS UNION:**

Union No. 9111, A. F. of L., *Cambridge.* Duncan McLean, 135 Cambridge, E. Cambridge.

Marble Cutters and Setters Protective Union, *Boston.* Jas. Rehill, 15 Eaton.

**QUARRYMEN'S PROTECTIVE UNION:**

Union No. 9606, A. F. of L., *East Longmeadow.* F. A. Knudson.

Union No. 8812, A. F. of L., *Milford.* J. J. Connors, 122 E. Main.

**QUARRY WORKERS UNION:**

Union No. 8283, A. F. of L., *Gloucester.* Jas. C. Hanrahan, 66 High, Bay View.

Union No. 9551, A. F. of L., *Quincy.* John Bowton, Jr., 7 Dunn's Hill.

Stone Cutters Union, *Adams.*

Stone Cutters Union, *New Bedford.* Geo. A. Markey, 160 Ashland.

**THE GRANITE CUTTERS NATIONAL UNION OF THE UNITED STATES OF AMERICA:**

*Boston Branch, Boston.* Michael Maher, 222 Hemenway

*Chelmsford Branch, Chelmsford.* John Anderson, Box 122, W. Chelmsford.

*Fall River Branch, Fall River.* John Russell, 392 Seabury.

*Fitchburg Branch, Fitchburg.* Peter McMahon, 61 Beach.

*Cape Ann Branch, Gloucester.* Abraham Lurvey, Pigeon Cove.

*Haverhill Branch, Haverhill.* Jas. McCormick, 8 Brooks, Bradford.

*Lowell Branch, Lowell.* C. J. Davignon, 191 Salem.

*Lynn Branch, Lynn.* Timothy Keane, 23 Lilly.

*Milford Branch, Milford.* J. L. King, 33 Pleasant.

*Monson Branch, Monson.* David Broadfoot, Box 442.

*New Bedford Branch, New Bedford.* Chas. A. Bruce, 38 Sixth.

*Quincy Branch, Quincy.* Andrew Johnson, 67 Granite.

*Tool Sharpeners Branch, No. 1, Quincy.* J. W. Jones, 29 Granite.

*West Quincy Branch, Quincy.* Patrick Keleher, 2 Grove, W. Quincy.

*Taunton Branch, Taunton.* Robert Ryan, 34 Purchase.

*Westford Branch, Westford.* Jas. O'Brien, Graniteville.

*Worcester Branch, Worcester.* T. J. Lucey, 5 Prescott Pl.

**Textile Workers.**

Back Tenders Union No. 8548, *North Adams.* Jas. McPherson, 12 Hospital Av.

Bleachery Workers Union, No. 9211, A. F. of L., *Lowell.* Wm. Reid, 65 Andrews.

Brussels Weavers Union No. —, *Lowell.* Thos. M. Riley, 31 Prospect.

Carders and Pickers Association, *New Bedford.* John Waldron, 38 Mosher.

**COTTON MULE SPINNERS:**

Union No. —, *Waltham.* Thos. Clarke, 85 Felton.

Hosiery Workers Union, No. 8397, A. F. of L., *Springfield.* Mamie Shea, 132 Ferry.

**INTERNATIONAL UNION OF TEXTILE WORKERS:**

Union No. —, *Fitchburg.* M. McCormick, 91 Temple.

Union No. 156, *Holyoke.* J. W. Cooney, 156 High.

Union No. 181 (Thread Dressers), *Holyoke.* J. F. O'Donnell, 650 East.

Union No. 188, *Northampton.* Walter Tremblay, 20 Union.

Loom Fixers Union No. 217, *Adams.* David Mackeljohn, 5 Friend.

Loom Fixers Union No. 296, *North Adams.* D. A. Brackley, 113 Center.

Loom and Machine Fixers Union No. 106, *Holyoke.* Chas. J. Perry, 99 Race.

Weavers Union No. —, *Lawrence.*

Jack Woollen Spinners Union No. 207, *Holyoke.* J. H. Williams, 10 Springdale Av.

**LOOM FIXERS UNION:**

No. —, *Lawrence.* M. Brouder, Loom Fixers Hall, Margin.

No. 2, *New Bedford.* Timothy Murphy, 70 Rockland.

Lowell Loom Fixers Association, *Lowell.* Geo. E. Desllets, Room 14, 403 Bridge.

**MULE SPINNERS UNION:**

*Adams.* Henry Ried, 12 First.

*Lawrence.* Wm. Payslow, Tenney.

*New Bedford.* Samuel Ross, 36 Willow.

Nappers Union, No. —, *Lowell.* Patrick Curran, Carvers Hall, 212 Merrimac.

National Mule Spinners Association (Taunton Branch), *Taunton.* Barney Mulholland, 54 Ingell.

National Spinners Association of America, Mule Spinners Union No. 1, *Holyoke.* Edward Ryan, 139 Sargent.

Print Workers Union, No. —, *Lowell.*

Slasher Tenders Union, No. 15, *Chicopee.* A. W. McCoy, 131 Exchange.

**UNITED TEXTILE WORKERS OF AMERICA:**

Carders Union, No. —, *Lowell.* Arthur Simpson, 101 Fulton.

Card Room Protective Association, *Fall River.* Jas. Tansey, 231 So. Main.

Cotton Weavers Union, No. —, *Lowell.* Annie McMullen, 20 Charles.

Loom Fixers Union, No. 17, *Chicopee.* Wm. J. Bradley, 19 Myrtle.

Loom Fixers Union, *Fall River.* Thos. Taylor, 370 Bedford.

Mixed Union, *Ipswich.* Cora Carr, Box 689.

Mule Spinners Association, *Fall River.* Thos. O'Donnell, Box 203.

Mule Spinners Union, No. 6, *Lowell.* Wm. Rafferty, 114 Common.

Slashers and Tenders Association, *Fall River.* Jos. A. Jackson, 231 Main.

Weavers Progressive Association, *Fall River.* Jas. Whitehead, 231 So. Main.

Warp Dressers Union, *Lawrence.* Wm. Andrews, 51 Phillips, Methuen.

Warp Dressers Union, No. —, *Methuen.*

Waste Handlers Union, No. 8304, A. F. of L., *Springfield.* J. J. Maloney, 71 Bond.

Weavers Protective Association, *New Bedford.* Matthew Hart, 124 Hemlock.

Wool Sorters Association, *Lawrence.*

Woollen Spinners Union, No. —, *Lowell.* Florence F. Murphy, 394 Adams.

**Tobacco and Cigar Workers.**

Cigar Factory Tobacco Strippers Union, No. 8156, A. F. of L., *Boston.* Flora Isaacs, 33 Round Hill, Rox.

**CIGAR MAKERS INTERNATIONAL UNION OF AMERICA:**

Union No. 97, *Boston.* Henry Abrahams, 14 Hudson.

Union No. 168, *Cambridge.* M. Marget, Prospect House.

Union No. 494, *Fall River.* M. A. Geary, 49 Linden.

Union No. 475, *Fitchburg.* John E. Farrell, 14 Middle.

## Tobacco and Cigar Workers—Concluded.

## CIGAR MAKERS INTERNATIONAL UNION OF AMERICA—Con.

Union No. 324, *Gloucester*. H. Brown, 230 Main.  
 Union No. 225, *Haverhill*. Daniel Clobecy, 85 Primrose.  
 Union No. 51, *Holyoke*. W. E. Nutley, 599 Summer.  
 Union No. 354, *Lawrence*. Alfred J. Burckel, 93 Essex.  
 Union No. 255, *Lowell*. H. Boot, 9 Merrimac.  
 Union No. 65, *Lynn*. F. A. Carlson, 90 Summer.  
 Union No. 21, *Marlborough*. William Switzer, 165 E. Main.  
 Union No. 180, *Milford*. G. Littlewood, Box 162.  
 Union No. 203, *North Adams*. H. P. Huffnagle, 49 Essex.  
 Union No. 396, *Northampton*. Philip Benjamin, Lock Box 238.  
 Union No. 447, *Pittsfield*. E. R. Stein, 19 So. John.  
 Union No. 49, *Springfield*. H. Healy, 75 Charles.  
 Union No. 326, *Taunton*. D. J. Kervick, 50 Weir.  
 Union No. 151, *Waltham*. D. J. Horan, 35 Moody.  
 Union No. 28, *Westfield*. L. A. Bollo, 14 Gowdy's Block, L. B.  
 Union No. 92, *Worcester*. Geo. Aphott, 25 Mechanic.  
 Tobacco Sorters and Packers Union, No. 8039, *Springfield*. Warren C. Wheeler, Box 1277.  
 Tobacco Strippers Union, No. 9608, A. F. of L., *Springfield*. Mary E. Collins, 93 Essex.

## Whip Makers.

Whip Makers Union, No. 9434, *Westfield*. Wm. M. Cowles, 8 Madison.

## Woodworkers.

## AMALGAMATED WOOD WORKERS INTERNATIONAL UNION OF AMERICA:

Union No. 139, *Athol*. Mark Millet, 633 Chestnut.  
 Union No. 109 (Hard Wood Finishers), *Boston*. Frank O. Doyle, 17 Mill, Cambridge.  
 Union No. 201, *Boston*. E. A. Goodwin, 14 Jefferson Av., Chelsea.  
 Union No. 24, *Boston*. A. Thullin, 65 Kent, Brookline.  
 Union No. 176, *Chicopee* (Chicopee Falls). Dexter M. Cook, 27 High, Chicopee Falls.  
 Union No. 197, *Gloucester*. Sherman Minnehan, 5 Chestnut.  
 Union No. 191, *Lawrence*. Leslie Snow, 294 Broadway.  
 Union No. 10, *Springfield*. A. D. Gordan, 675 Main.  
 Union No. 207, *Springfield*.  
 Union No. 195, *Whitman*. E. Clifton Taft, 304 Washington.  
 Box Makers and Wood Workers Union, No. —, *Gloucester*. D. S. Merchant, 5 Chestnut.  
 COOPERS INTERNATIONAL UNION OF NORTH AMERICA:  
 Union No. 89, *Boston*. Patrick T. Cummins, 77 Bickford, Rox.  
 Union No. 58, *Cambridge* (E. Cambridge). P. H. Sweet, 8 Leverett.  
 Union No. 162, *Gloucester*. Wm. H. Tarr, 12 Clarendon.  
 Union No. 96, *Townsend*. B. L. Beekoneit.  
 Union No. 118, *Worcester*. Geo. Rehenser, 223 Millbury.

International Wood Carvers Ass'n of North America, No. —, *Boston*. Richard M. Murphy, 17 Vinton, So. Boston.

Wood Workers International Union of America, No. 176, *Chicopee* (Chicopee Falls). Dexter M. Cook, 27 High.

## Laborers.

## INTERNATIONAL LONGSHOREMEN'S ASSOCIATION:

Union No. 221 (Meat Handlers), *Boston*. Chas. G. Worthington, 18 Lawrence.  
 Union No. 189 (Coal Handlers), *Newburyport*. Eugene Lynch, 87½ Water.  
 Union No. 365, *Newburyport*. Bryant Sweeney, Pres., 28 Winter.  
 Longshoremen's Assembly No. 8067, K. of L., *Boston*. Edward Moore, 34 Baxter, So. Boston.  
 Longshoremen's Assembly No. 9623, K. of L., *Boston*. Thos. J. Daley, 1 Sprague, Charlestown.  
 Noddie's Island Assembly No. 5789, K. of L. (Longshoremen), *Boston*. John Coakley, Box 13, E. Boston.  
 O'Connell Assembly No. 7174, K. of L. (Longshoremen), *Boston*. A. G. Norander, 8 Tufts Ct., Charlestown.  
 Longshoremen's Union No. 305, *Gloucester*. Patrick Hogan, 4 Fort Sq.  
 Longshoremen's Union No. 299, A. F. of L., *Lynn*. Edward Smith.  
 Laborers Protective Union, No. 8908, A. F. of L., *Northampton*. John McCool, 24 Western Av.  
 Laborers Protective Union, No. 8210, *Springfield*. Patrick Slattery, 83 Gardner.

## CLASSIFIED SUMMARY.

The following summary shows the number of organizations listed under each occupation designation:

## RECAPITULATION.

National Government Employés,	3
City and Town Government Employés,	19
Professional,	24
Domestic Service,	36
Personal Service,	47
Trade,	43
Transportation,	94
Manufactures,	760
Boots and Shoes,	68
Building Trades,	267
Carriage and Wagon Workers,	7
Clothing,	25
Electrical Apparatus and Appliances,	10
Food Preparations,	28
Furniture,	4
Gas-House Workers,	1
Leather,	8
Liquors: Malt, Distilled, and Fermented,	16
Metal Workers,	157

## RECAPITULATION — Concluded.

<b>Manufactures — Con.</b>	
Pattern and Last Makers, . . . . .	2
Musical Instruments and Materials, . . . . .	4
Paper and Paper Goods, . . . . .	6
Printing and Bookbinding, . . . . .	50
Railroad Construction and Equipment, . . . . .	1
Rubber and Elastic Goods, . . . . .	4
Shipbuilding, . . . . .	3
Soap Workers, . . . . .	1
Stone Workers, . . . . .	34
Textile Workers, . . . . .	42
Tobacco and Cigar Workers, . . . . .	23
Whip Makers, . . . . .	1
Woodworkers, . . . . .	18
<b>Laborers, . . . . .</b>	<b>11</b>
<b>TOTAL, . . . . .</b>	<b>1,086</b>

Besides the local unions named in the foregoing list the following national organizations are represented in the State :

American Federation of Labor, D. D. Driscoll, Secretary-Treasurer, 78 East Canton Street, Boston.  
Knights of Labor, Thomas H. Canning, District Secretary-Treasurer, Room 12, 228 Tremont Street, Boston.

We include also the following central labor unions, with the name and address of the secretary in each case :

## CENTRAL LABOR UNIONS.

ADAMS. F. J. Harris, 36 Fisk.  
BOSTON. Henry Abraham, 14 Hudson.  
BROCKTON. John J. Fraser, P. O. box 562.  
CAMBRIDGE. A. W. Morrison, 30 Bank.  
CHELSEA. P. S. Mulligan, 26 Poplar.  
FALL RIVER. Richard Wood, 366 North Main.  
FITCHBURG. Charles Smith, 41 Smith.  
GLOUCESTER. Charles McTrale, 87 Maplewood Av.  
GREENFIELD. H. C. Flanagan, 12 Park Row.  
HAVERHILL. J. M. Cleary, 2-4 Gilman place.  
HOLYOKE. Edward F. Dowd, 109 Sargeant.  
LAWRENCE. Robert S. Maloney, 245 Oak.  
LOWELL (Trades and Labor Council). Joseph F. Ashton, 4 Joiners Court.  
LYNN. W. E. Langford, 24 Bond.  
NEW BEDFORD. Matthew J. Hart, 124 Hemlock.  
NEWBURYPORT. Freeman P. Healey, 16 Dove.  
NORTHAMPTON. John McCool, 24 Western Av.  
PITTSFIELD. Francis D. Burke, 242 Dewey Av. (P. O. box 1330).  
QUINCY. James F. Allen, 165 Granite.  
SALEM. J. F. Higgins, 21 Andrew.  
SPRINGFIELD. George E. Vincens, P. O. box 406.  
TAUNTON. William E. Hathaway, 35 Godfrey.  
WALTHAM. Joseph E. Crandell, 241 Newton.  
WORCESTER. David Connors, 64 Southbridge.











# LABOR BULLETIN

OF THE COMMONWEALTH OF

## MASSACHUSETTS.

No. 24.

NOVEMBER.

1902.

Prepared and Edited by the Bureau of Statistics of Labor.

HORACE G. WADLIN, *Chief*. CHAS. F. PIDGIN, *First Clerk*. FRANK H. DROWN, *Second Clerk*.

### CONTENTS.

	Page
REVIEW OF EMPLOYMENT AND EARNINGS—SIX MONTHS ENDING OCTOBER 31, 1902, . . . . .	99-105
Conditions affecting labor in the industrial centres of the Commonwealth, . . . . .	99-104
Boston, . . . . .	99-101
Brockton, Cambridge, Chicopee, and Fall River, . . . . .	101
Haverhill, . . . . .	101, 102
Holyoke, . . . . .	102
Lawrence, . . . . .	102, 103
Lowell, Lynn, and New Bedford, . . . . .	103
Peabody, . . . . .	103, 104
Woburn and Worcester, . . . . .	104
Summary by industries and cities, . . . . .	104, 105
Trend of employment, weekly earnings, and population from February, 1898, to October, 1902, . . . . .	105
QUARTERLY RECORD OF STRIKES, . . . . .	105-107
Labor disputes in Massachusetts for three months ending September 30, 1902, . . . . .	105, 106
Important strikes during the quarter, . . . . .	107
General strike of fish handlers in Gloucester, . . . . .	107
CLASSES OCCUPIED IN MASSACHUSETTS MANUFACTURES, . . . . .	107-110
Relative proportions of each class, . . . . .	107
Explanation of the designations used, . . . . .	108
Table showing percentages of each class occupied, by branch of industry, . . . . .	108-110
Condensed analysis, . . . . .	110
LABOR ORGANIZATIONS IN MASSACHUSETTS, . . . . .	110-134
List revised and enlarged from that published in the August Bulletin, . . . . .	110
Additions and corrections secured from every available source, . . . . .	110
Names of secretaries and business agents of local unions given, . . . . .	111
Secretaries of central labor unions and State branches of federal bodies, . . . . .	111
Presentation by cities and towns, alphabetically arranged, . . . . .	111-134
Number of cities and towns represented is 112, . . . . .	111-134



APPROVED BY  
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RECEIVED

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MASSACHUSETTS LABOR BULLETIN.

No. 24.

NOVEMBER.

1902.

REVIEW OF EMPLOYMENT AND EARNINGS.

SIX MONTHS ENDING OCTOBER 31, 1902.

The following review presents a summary of the conditions affecting employment and earnings for the six months ending October 31, based upon special reports and comparisons made by agents of the Bureau relating to the principal industrial centres of the Commonwealth. The statistics of persons employed and of earnings are based upon comparisons of identical establishments for the weeks ending April 12 and October 11, 1902.

**BOSTON.** In the *clothing* industry, the amount of business done during the six months under review compares favorably with that of the preceding half year, and exceeds the record of the corresponding period in 1901. The decline in number of persons employed, as well as in amount paid in wages, for the week reported as compared with the week ending April 12, is due to the closing of the season for the production of winter goods. Manufacturers, however, report that the outlook is favorable for the coming season. Establishments are running on full time, although not up to full capacity. A slight increase is reported in the cost of woollen cloth, while the selling price of the product and the rate of wages remain unchanged. Manufacturers of leather and duck clothing report an increase in the cost of both duck cloth and sheep skins, and selling prices have also advanced. Collections are reported slow.

In the manufacture of *cooking, lighting, and heating apparatus*, especially lamps and electrical and gas fixtures, business has steadily increased during the past six months, and at the close of the period under review is deemed better than at any time during the past four years. This is partly attributable to an increased demand for gas and oil stoves, on account of the shortage in coal. Establishments are running on full time and nearly up to full capacity. The cost of iron castings has increased, partly offset by a slight decrease in the price of some of the other metals used. Wages remain unchanged. Collections are fair.

In *Metals and Metallic Goods*, business is reported good. Iron foundries are better employed than during the preceding six months, or for the corresponding period in 1901. All the establishments visited report advance orders, promising continued activity for several months. The shortage of fuel had interfered with full operation. The cost of stock has been advanced since our last report, not entirely overcome by an advance in selling prices of product. In the brass foundries, and in the manufacture of brass and copper goods generally, improvement is reported over the corresponding months in 1901. Establishments are running on full time, and nearly up to full capacity. The cost of copper and lead has decreased since our last report, but the cost of some other metals has advanced. Wages are unchanged, except slight advances in individual cases.

In the manufacture of *machines and machinery*, business has greatly improved since our last review, and as compared with the corresponding period in 1901. Establishments report advance orders which will maintain activity during the next six or eight months, and in some

cases they have fully a year's work ahead. The cost of certain kinds of stock has continued to advance, and selling prices have also risen slightly. Wages, except in a few individual cases, are unchanged. Establishments are running on full time and nearly up to full capacity. Collections are reported slow.

In the manufacture of *musical instruments*, especially pianos, activity is reported. Manufacturers still continue to receive orders, and the prospects are favorable for full employment during the coming winter. The cost of lumber and of some other kinds of stock has slightly advanced. Selling prices and wages are unchanged. Establishments are running on full time, and nearly up to full capacity. Collections, however, are rather slow.

In the *building industry*, there has been much greater activity during the past year than during the corresponding months in 1901, and the value of contracts awarded since January 1 shows an increase, in comparison, of over 12 per cent. Although operations are, for seasonal reasons, diminishing at the close of the period under review, indications point to a resumption of activity in the spring. The character of the construction undertaken this year includes extensive mercantile office buildings, and a considerable amount of metal construction and alteration. Firms devoting their special attention to fine suburban residential work have been busy, and their men have been fully employed. As usual, a good deal of repairing has been done, and a large number of alterations included in contract operations, and in the city itself the heavy constructional work undertaken has been much in excess of that reported in 1901. Contractors, however, complain of the narrow margin for profit. Building stock remains high, and in certain lines has shown a considerable advance since our last report. Wages also have advanced. The increase in the pay of masons amounts to three cents per hour, taking effect May 15, the ruling rate now being 50 cents per hour. The first of July carpenters were advanced to 35 cents per hour and building laborers to 28 cents per hour, eight hours constituting a regular day's work.

In *printing and publishing*, the state of employment for the fall months indicates a larger volume of business than during 1901, and the general output for the year has been greater than for the corresponding months last year, notwithstanding a few establishments report a slight depression in July and August as compared with July and August in 1901. This statement applies to firms engaged in book printing and in fine printing. Establishments making a specialty of advertising and large edition printing are also busy, and the conditions existing at the close of the period under review indicate a continuation of activity during six months. Establishments are running full time and up to full capacity, with night work in many cases, and there are some instances where the capacity of the establishment has been enlarged to meet demand. In a few instances, however, establishments reported 49 hours running time per week, and even less, but these cases are exceptional. No important changes are reported in the cost of stock, although the tendency is firmer and the cost of work to the customer is also higher, but margins are still close. Wages are unchanged. Collections are good.

In the *brewing industry*, the unusually cold and wet season and the labor difficulties existing during the greater part of the season have interfered with output. Although the differences between employers and employes have been settled, production can hardly be said to be normal as yet. The adverse conditions which have existed in the industry render all statements of output useless for comparison with reports for other seasons. The breweries are now generally running on full time, but in many of them the output is considerably below full capacity. The cost of brewing materials has advanced since the corresponding date in 1901, but selling prices established during the spring season are maintained. Collections are good.

The following statement shows the number of barrels of malt liquor brewed during the months of April, May, June, July, August, and September, 1902, as compared with the same months in 1901:

MONTHS.	NUMBER OF BARRELS BREWED IN —	
	1901	1902
April, . . . . .	188,283	111,335
May, . . . . .	166,292	143,374
June, . . . . .	163,798	131,176
July, . . . . .	249,580	186,720
August, . . . . .	199,858	140,420
September, . . . . .	161,931	149,561
TOTALS, . . . . .	1,079,242	862,586

The foregoing comparison indicates a decline in the number of barrels brewed in 1902 as compared with 1901 of 216,656.

The manufacture of *temperance drinks* has also suffered on account of the unfavorable seasonal conditions, and the output has been much lower than in 1901. Very few establishments are working up to 50 per cent of their full capacity. Wages in this department show no change. Collections are slow.

Establishments reporting 6,210 persons employed for the week ending April 12 report 7,193 for the week ending October 11, a gain of 15.83 per cent. The weekly payrolls for these numbers, respectively, rose from \$73,860 to \$91,953, a gain of 24.50 per cent.

**BROCKTON.** In the manufacture of *men's boots and shoes*, production has declined as compared with the six months covered by our last report, and is below the corresponding months in 1901. The number of cases of boots and shoes shipped during the half year ending October 11 was 292,026, as against 330,774 for the previous six months, and 307,984 for the corresponding period in 1901. Changes are reported in character of the product, to meet a growing demand for a better grade of shoes, in substituting direct sales to retailers for the distribution through jobbers, and in the composition of certain firms, all of which temporarily affect the state of employment. Establishments are running on full time, but only to about 70 per cent of full capacity. Wages are unchanged. The advance in certain grades of stock tends to reduce the margin of profit, it being difficult to correspondingly increase selling prices. Collections are reported slow.

The number on the payroll for establishments reporting for the weeks ending April 12 and October 11, respectively, shows a decline of 5.04 per cent, the weekly payroll declining 16.37 per cent.

**CAMBRIDGE.** *Boiler makers* report a better demand for their product than during 1901, if the whole season is taken into account, although for the fall months conditions are substantially the same in each year. The outlook for continued employment is good. Much repair work is under way. Establishments are running full time and up to as full capacity as the number of employes that can be obtained will permit. Some establishments report diminished output on account of inability to secure workmen. There has been no general change in the scale of wages since the spring months, but advances in particular instances have been made to superior workmen. The cost of stock is somewhat higher, and material is difficult to obtain promptly in the desired quantities. Selling prices have also advanced somewhat. Collections are fair.

In the *machine shops and foundries* employment is active, and business in general is better than during the fall months of 1901, or as compared with the spring months of 1902. Establishments in general are running on full time and up to full capacity, and this condition has obtained throughout the year. Although no general change has been made in wages, nevertheless, as in the boiler shops, special advances have been made in certain cases. The cost of stock has advanced, with a corresponding change in selling prices. Collections are good.

Establishments engaged in the manufacture of *tinware* for domestic use report full employment, and concerns are running on full time and up to about 40 per cent of full capacity. As compared with the spring months demand has improved in this branch of industry. Wages are unchanged since our last report. Collections are good.

The number of persons employed in identical establishments reporting for the weeks ending April 12 and October 11 shows an increase of 23.64 per cent, the weekly payroll for these persons increasing 19.64 per cent.

**CHICOPEE.** Establishments manufacturing *cotton sheetings, shirtings, and canton flannels* are well sold out. Demand has been good throughout the summer, employment full, and earnings satisfactory, except during the month of August when there was a shortage in yarn. The effect of Southern competition in reducing the margin of profits is a source of complaint.

In the manufacture of *woollen knit goods*, demand is far ahead of the corresponding months in 1901. Competition is keen, however, and margins close. In general, establishments in all industries are running on full time and up to full capacity. Rates of wages are unchanged. The cost of woollen yarns has advanced somewhat, although selling prices have not changed since our last report. Collections are good.

The number of persons employed in establishments reporting for the weeks ending April 12 and October 11 is substantially the same, the aggregates, respectively, being 3,094 and 3,082; and the weekly payrolls for these numbers were \$19,746 and \$19,792.

**FALL RIVER.** In the *cotton* industry, mills are running on full time and up to full capacity. Increased employment and earnings are shown for the weeks compared in this review. One large mill was closed during the month of August on account of repairs to plant. Prospects for the future are generally reported as favorable, and the demand for a finer grade of goods is increasing. No material change is reported in the cost of stock. Selling prices of product and rates of wages are unchanged. Collections are reported fair.

Identical establishments reporting for the weeks ending April 12 and October 11 show the number employed for each week, respectively, to be 4,730 and 4,943, a gain of 4.50 per cent. The weekly payroll for these employes rose from \$40,372 to \$42,381, a gain of 4.98 per cent.

**HAVERHILL.** In the *boot and shoe* industry, employment and earnings show a decline as compared with the period covered by our last report. One firm reports a decrease of 60 per

cent in output, due to the decline in the demand for the cheaper grades, but by a change in the character of their product, expects to overcome the shrinkage. An establishment employing 400 persons has removed to New Hampshire. The scarcity of sole leather is reported to restrict somewhat the output of establishments producing cut stock. In the industry generally, establishments report full time, but are not running to full capacity. Rates of wages are unchanged. Manufacturers report their inability to advance selling prices to meet advances in certain grades of stock.

The shipments of boots and shoes for the six months ending October 11 were 226,847 cases, against 235,983 for the preceding six months; while the shipments for the corresponding six months in 1901 aggregated but 196,139 cases.

On account of the difference in season, the number of employes reported from establishments canvassed for the weeks ending April 12 and October 11 declined from 2,216 to 1,898, a loss of 14.35 per cent; the weekly payroll dropping from \$21,887 to \$19,251, a decline of 12.04 per cent.

**HOLYOKE.** In the *paper* industry conditions are excellent, and the past year has been an exceptional one in all lines, even exceeding the prosperous record of 1901. Establishments have been in continuous operation during the year, and the usual dullness during the first three months of the year and through July and August is not reported. There was a slight decrease in activity during July in some lines, but the increased demand in the following months more than offset it. Owing to the wet season, the usual diminution of production on account of low water has not been felt this year, and at the close of the period under review, the general activity in the industry shows no indication of decreasing. All the establishments, with one exception, are running up to full capacity, and in the exceptional case the mill is undergoing some changes, including the substitution of specialties for the product heretofore turned out. There have been no labor troubles of importance during the past six months, and no changes in wages except as affected by an adjustment of working time among certain classes of employes, by which shop men (millwrights and laborers) had their working hours reduced from 58 and 60 to 55 hours per week; and watchmen were placed on a nine-hour basis instead of the 10-hour arrangement previously existing, without reduction of pay. These changes went into effect early in October. The cost of stock is practically unchanged since our last report, although selling prices are firmer in some lines and have advanced slightly in others. Collections are good.

In the *cotton* industry, including the manufacture of cotton cloth, sheetings, shirtings, and fine goods, mills are running on full time, and have been active throughout the summer, and with the exception of the mule spinning departments, up to full capacity. A general strike of the mule spinners employed in one establishment has been in force for some time. The manufacture of cotton yarns and warps shows a good volume of business for the year, and the output for the past six months has increased as compared with the corresponding season in 1901. Employment is continuing full during the fall. Substantially similar conditions are reported from establishments making cotton thread. Although in this line the mills are not much busier than in the spring, there has been no lessening of activity during the summer.

In the *woollen goods* industry, including the manufacture of fabrics for men's wear, the mills are fairly active, and are somewhat more fully employed in certain lines than during the corresponding months in 1901. The outlook for orders in anticipation of the spring trade is favorable. The cost of raw stock is somewhat higher than in the fall of 1901, but selling prices have not materially advanced. Mills devoted to the manufacture of blankets are busy on individual contracts. There is a good demand for product, and full employment seems likely to continue.

The establishments making alpaca are rather more active than in the spring. All establishments are running on full time, and the textile mills, except one woollen mill, up to full capacity. The exceptional establishment is running to about 80 per cent of full capacity. In the alpaca mills there has been an increase of five per cent in wages, affecting all employes, since our last report. No other change in wages is reported.

Establishments reporting 7,459 employes for the week ending April 12 returned 7,444 for the week ending October 11, the weekly payrolls, respectively, being \$58,749 and \$63,430, the comparison indicating comparatively even employment, but larger earnings.

**LAWRENCE.** The general conditions covering employment and wages in this city have not been so good as at present for many years. All the establishments are running on full time and up to full capacity, some departments running overtime, especially in the *yarn* mills and the weaving rooms in the duck mills. There is a better demand for *woollens* than during the corresponding season of 1901, and this favorably affects employment. The market for *worsted* goods is also satisfactory. There has been no general change in the wage scale in any of the textile mills since our last report, although individual advances in certain branches are reported. In some of the woollen mills a premium paid to weavers for extra output enlarges earnings from five to 10 per cent.



The number of employes reported from establishments canvassed for the weeks ending April 12 and October 11 show, respectively, 19,440 and 19,278. The weekly payrolls for these employes rose slightly from \$152,895 to \$155,797, a gain of 1.90 per cent.

**LOWELL.** In the *cotton* industry, but very little change is reported as compared with the six months covered by our last report, except as affected by a growing demand for fancy goods. The cost of raw cotton remains unchanged, although lower prices are expected. Mills are running on full time and up to full capacity, except in one instance, in which 70 per cent of full capacity is reported. Rates of wages remain unchanged.

In the *woollen and worsted goods* industry, employment continues good, and although one of the large mills closed down during the months of July and August, all are now running on full time and up to full capacity. The cost of wool has advanced during the past six months, and selling prices have been correspondingly increased. Rates of wages are unchanged. Collections are fair.

In *Machines and Machinery*, activity has greatly increased, especially in establishments producing textile machinery and bobbins. The cost of stock has advanced during the six months covered by our review, and selling prices have also risen. Rates of wages are generally unchanged, but in one establishment a percentage is allowed to employes on all machines manufactured over a stated number each month, thereby increasing earnings about 15 per cent. Establishments are running on full time, and up to full capacity.

Identical establishments in the various industries report 16,264 employes for the week ending April 12, and 16,251 for the week ending October 11. The weekly payroll for these weeks, respectively, was \$124,843 and \$124,393, the comparison indicating even employment and earnings.

**LYNN.** The fall season in the *boot and shoe* industry has been active, and above the normal. In general, it may be said to have been the best fall season for many years. This statement applies to all branches of the industry. Establishments generally are running up to full capacity and on full time. The price of raw stock, while not showing much change since the spring months, is firmer in tendency. Selling prices have not changed materially. The rates of wages are not changed, but, employment being full, earnings are correspondingly increased. Collections are good.

Establishments producing *morocco leather* report full orders and prosperous conditions generally during the summer. The export business is especially active. There has been no change in wages since our last report, nor have there been any serious labor troubles in the industry. Goat skins rule higher in price than in the spring. Calf skins advanced 10 per cent in September. Selling prices for finished leather are somewhat higher. Collections are good.

The number of employes reported from establishments canvassed for the weeks ending April 12 and October 11 shows an increase from 2,088 to 2,324, a gain of 11.30 per cent; the weekly payroll rising from \$20,332 to \$25,184, a gain of 23.86 per cent.

**NEW BEDFORD.** In the *cotton* industry, no changes are reported. Mills are running on full time, and up to full capacity. One establishment reports that the demand for cotton yarn is decreasing, while that for cloth increases. All consider that the prospects are favorable for continued activity. In one establishment the rate of wages was advanced 10 per cent, beginning April 10; no other changes reported. Collections are fair.

For the weeks ending April 12 and October 11, respectively, the number employed in identical establishments canvassed showed a slight decline from 3,230 to 3,178, a loss of 1.61 per cent, the payrolls for each week being \$30,231 and \$30,416.

**Peabody.** A prosperous condition is reported in the *leather* industry. It has been many months since so favorable a report could be made as at present. Additions to plants are reported, and establishments that have been idle are now in operation. In one instance the capacity of the establishment has been increased from 250 dozen skins per day in 1901 to 600 dozen per day at present. A new establishment for the manufacture of enamel leather is reported, and a factory of considerable size is in process of erection, which, when completed, will give employment to a large number of persons. There has been a good demand throughout the year for morocco leather, except for India tanned skins, in which branch a gradual reduction in output is apparent. Judging from orders in hand, activity will probably continue until the beginning of 1903, at least. The advance in the price of sheep skins narrows the margin of profits to manufacturers of finished leather. The demand for low priced skins is out of all proportion to the supply. Except as noted, establishments are running full time and practically up to full capacity. There has been no general change in rates of wages, although special increases in certain branches are noted. The cost of stock is higher and selling prices of product somewhat firmer than in the spring. It is found impossible for manufacturers of India tanned goat to compete with those engaged in tanning and finishing hair goat, owing to the high cost of the first named skins. Collections are fair.

In *Machines and Machinery*, especially leather machinery and general machine work, manufacturers report full employment and state that from June up to the close of the period

under review demand has required overtime work, and at present indications favor a continuance of activity for some months. Wages, except in individual cases, remain unchanged since our last report. The cost of stock and selling prices of product have advanced. Collections are good.

Persons employed reported from establishments canvassed numbered 1,316 for the week ending April 12, and 1,493 for the week ending October 11, an increase of 13.45 per cent. The weekly payrolls for these numbers rose from \$12,990 to \$14,991, a gain of 15.40 per cent.

**WOBURN.** In the *leather* industry, business is reported as generally quiet during the past six months. Some of the establishments at the close of the period under review are running to about 25 per cent of full capacity, although the outlook for the coming months is brighter. Other firms report an increased amount of business, the difference being largely due to differences in the grade of leather produced. Manufacturers complain that the cost of hides is too high as compared with the selling price of the finished leather. One establishment is making an important addition to its plant, and eventually will increase its number of employés. Establishments are running on full time. Rates of wages are unchanged. Collections are slow.

In the production of *heels, stiffenings, and inner soles*, improvement is reported as compared with general conditions obtaining since April, and advance orders promise enlarged employment during the coming season. Establishments are running on full time, but only to about 50 per cent of full capacity. No change is reported in wages.

The number of employés reported from establishments canvassed for the weeks ending April 12 and October 11 was, respectively, 1,202 and 1,116, a loss of 7.15 per cent; the weekly payrolls for these employés dropping from \$11,724 to \$10,947, a decline of 6.63 per cent.

**WORCESTER.** In *Machines and Machinery*, greater activity is shown than for the six months covered by our last report, as well as in comparison with the period from April to October, 1901. Employment is full in establishments producing textile machinery, machine knives, shears for machinery, machine screws, rolling-mill machinery, as well as wood working and paper box machinery, and in boiler works. Establishments in these lines are running on full time, and nearly up to full capacity. Rates of wages remain unchanged.

In the *wire rope and wire goods* industry, and in *metallic goods* generally, employment and earnings continue at a high level. Wages are unchanged, as a rule, although in some cases the hours of labor have been reduced to nine, without reduction in pay. Collections are reported slow.

In the manufacture of *woollen goods*, especially *satinetts*, establishments are running on full time and up to full capacity. The cost of stock has advanced, and selling prices also, but not sufficiently to meet the increased cost of production. Wages have not changed. Collections are slow.

An active season is reported in the *building* industry, and at the close of our present review twice as many persons are employed as was shown for the week ending April 12. Iron and lumber, as well as builders' hardware, have advanced in cost during the six months under review. Establishments are running on full time. Collections are slow.

Establishments canvassed in the various industries for the weeks ending April 12 and October 11 report for these weeks, respectively, 7,489 and 7,141 persons employed, a decline of 4.65 per cent. The weekly payrolls for these employés were, respectively, \$88,527 and \$82,457, a decline of 6.86 per cent.

To summarize: The reports by industries indicate a decline in the number of persons employed, upon returns for the weeks selected for comparison, namely, those ending October 11 and April 12, in the following industries: Boots and Shoes; Clothing; Metals and Metallic Goods; Paper; Printing, Publishing, and Bookbinding; Woollen Goods. The weekly payrolls reported show a decline in all these industries except Paper, in which an increase is shown.

The industries which show a larger number of persons employed in the comparison are: Building; Cooking, Lighting, and Heating Apparatus; Cotton Goods; Leather; Liquors (Bottled) and Carbonated Beverages; Liquors (Malt); Machines and Machinery; Musical Instruments and Materials; Print Works, Dye Works, and Bleacheries; Worsted Goods. In each of these industries the weekly payrolls also show an increase. Of the industries showing declines in employment, Boots and



Shoes and Clothing particularly are affected by seasonal conditions which influence the comparisons.

In the aggregate, establishments which were canvassed in the different industries named show a gain in persons employed, based upon the figures for the weeks compared, from 76,230 to 76,890, this slight gain indicating, as a whole, comparatively even employment. The weekly payrolls for the employes canvassed show in the aggregate a gain from \$672,806 to \$696,895.

The returns indicate a larger number of persons employed in Boston, Cambridge, Fall River, Lynn, and Peabody, and a smaller number in Brockton, Chicopee, Haverhill, Holyoke, Lawrence, Lowell, New Bedford, Woburn, and Worcester; although the difference shown in the comparison with respect to the cities of Brockton, Chicopee, Holyoke, Lowell, New Bedford, and Woburn are so slight that they may be said to indicate even employment rather than a decline.

*Assuming an index figure of 100 as indicating the level of population, employment, and earnings, in February, 1898, the index figures for October, 1902, are: Population, 110.93; employment, 117.77; earnings, 142.27.* That is, persons employed have increased faster than the total population has increased, and the rate of gain in the aggregate amount distributed in wages is much greater than the rate of gain in persons employed, indicating, of course, a much higher relative level of wages and earnings generally than in 1898, due to the fact that not only has the rate of wages risen, but there is much fuller employment (less lost time) at the higher rate.

The index figures for employment, at previous dates of comparison and at the close of the present period, are as follows:

February, 1898,	.	.	.	.	.	.	100.00
January, 1900,	.	.	.	.	.	.	122.35
July, 1900,	.	.	.	.	.	.	102.50
October, 1900,	.	.	.	.	.	.	107.63
April, 1901,	.	.	.	.	.	.	109.84
October, 1901,	.	.	.	.	.	.	112.47
April, 1902,	.	.	.	.	.	.	116.76
<b>October, 1902,</b>	.	.	.	.	.	.	<b>117.77</b>

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## QUARTERLY RECORD OF STRIKES.

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The strikes occurring in Massachusetts during the third quarter of 1902 were, comparatively speaking, few in number and of minor importance. There were 25 strikes in July, 24 in August, 15 in September,

and settlements of 4 strikes which were inaugurated in June. This number is considerably smaller than during the corresponding quarter of 1901, and as compared with the industrial differences occurring during the previous three months. Taken as a whole, they were of short duration, and whereas in some instances a large number of workmen was involved, disturbances were mostly amicably adjusted or places at once filled. A condensed tabulation of the causes and results of the strikes follows :

CAUSES OF STRIKES.	RESULTS OF STRIKES						Total Strikes
	Succeeded	Succeeded Partially	Compromised	Failed	Pending	Not Stated	
Wages, . . . . .	8	-	5	6	4	1	24
Hours of labor, . . . . .	-	1	-	2	-	-	3
Wages and hours, . . . . .	2	2	1	4	-	2	11
Other causes, . . . . .	10	1	4	9	2	-	26
TOTALS, . . . . .	20	4	10	21	6	3	64

The aggregate number involved in 40 of the disputes was, approximately, 3,400, and the aggregate number of working days lost was about 43,000.

The cities and towns where the industrial disputes took place, together with the number occurring in each, are as follows: Boston, 12; Fall River, 7; Lynn, 5; Brockton, Lowell, and Springfield, 4 each; Haverhill and Holyoke, 3 each; Clinton, Gloucester, Greenfield, and Taunton, 2 each; Framingham, Methuen, Newtonville, North Adams, Northampton, North Andover, Peabody, Pittsfield, Quincy, Salem, Somerville, Uxbridge, Westfield, and Worcester, one dispute each.

The class of workmen and industries involved, with the number of disputes in each case, follows: Textiles and boots and shoes, 9 each; building trades employés and laborers, 8 each; workers in metals and metallic goods, 5; quarry workers and employés on machines and machinery, 4 each; clothing employés and workmen upon food preparations, 3 each; teamsters and employés in leather, printing, and woodworking, 2 each; ship builders, electrical workers, and quarry employés, one each.

In detail, as to the amount of time lost through strikes, and the number involved, our record shows that in 7 instances, involving 177 workmen, places were immediately filled; in 10 cases, involving 326 workmen, the strike lasted one day; in 7 cases, the strike lasted 2 days, 748 employés being involved; in 4 cases, 187 employés were out 3 days; in 2 instances, 58 employés were out 4 days; in 3 cases, 146 employés were involved for 6 days; in 5 cases, 262 employés were out 7 days; in one case, 16 employés were on strike 10 days; in one instance, 50 employés were out 16 days; 37 employés were out 18 days on one strike; 1,073 employés, covering 2 strikes, were idle 3 weeks; in one instance, 9 employés were involved 4 weeks; in one instance, 450 employés, 5

weeks; in one instance, 15 employés, 7 weeks; 38 employés were out 2 months on one strike.

The most important strike occurring during this quarter was that of the fish handlers at Gloucester. Of those in Boston, the strikes involving the electrical workers and the clothing makers, in August, were the most important.

The general strike of the fish handlers in Gloucester began July 31, involving over 1,000 employés and affecting about 30 firms. The strike was ordered by the Fish Skinners, Cutters, and Handlers Union No. 9582. The demands presented but not complied with were: Recognition of union, employment of none but unionists, 10 per cent increase in wages, and 9-hour day. In 3 weeks, the following agreement was made to remain in force until Aug. 1, 1903: The Shippers and Curers Association agreed to make no discrimination against members of the union and further agreed to meet a committee from the union at any time to discuss differences that may arise. It was also agreed that 9 hours constitute a working-day from Nov. 15 until March 15, and 10 hours from March 15 to Nov. 15; that one hour be allowed for dinner, and all legal holidays be recognized; that the minimum rate of wages for fish skinners should range from 22½ cents to 40 cents per cwt.; that fish cutters should not receive less than 25 cents per hour; that fish handlers for common labor should be paid 27½ cents per hour, with same pay for overtime. The men received a slight increase in wages and the union voted to remove all unfair notices. The employers would not recognize the union but agreed to make no discrimination against union men.

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## CLASSES OCCUPIED IN MASSACHUSETTS MANUFACTURES.

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The following condensed table brings to the public information which the Bureau has frequently been asked to supply, but which up to this time has never been tabulated. It is based upon the returns as to the occupations of the people derived from the house-to-house canvass of the population in the latest Decennial State Census. Although the numbers showing the total persons occupied in the different industries have of course changed since the census and are constantly increasing, nevertheless, the percentages representing the relative proportions of each class as compared with the total have probably not changed very materially. At least they may be accepted as indicating the proportions until another census affords an opportunity for revision.

There are five classes shown in the table. That is, the persons whose occupation as returned showed that they were engaged in the industries

named are separated into the percentages of the total number who were occupied as proprietors, employed in supervision, employed in mechanical departments, engaged as general employes, or as laborers.

The designation, "proprietors," requires no explanation. Persons employed in supervision comprise foremen, overseers, superintendents, inspectors, and, generally, persons who, while not proprietors, were engaged in the administration or direction of the business under hire. Persons employed in mechanical departments include machinists, engineers, packers, firemen, blacksmiths, etc., the designation applying in general to all employes engaged in mechanical labor in the different industries, *but not directly engaged in the making of the article turned out in the industry.*

For example, in Cotton Goods, 3.38 per cent of the persons employed are classed under the head of "employed in mechanical departments." This includes blacksmiths, carpenters, machinists, and others engaged in mechanical labor in cotton mills, as distinguished from the general employes, who comprise, as shown in the table, 89.81 per cent of the entire number of persons occupied, and who include weavers, spinners, and other employes who are directly engaged in the production of the cotton textile fabrics.

In the building industry, on the other hand, nearly all the employes, although engaged in mechanical employment from the nature of the industry, are classed as general employes, inasmuch as in that industry they are engaged directly in producing the product for which the industry stands; and in this industry, under the head of mechanical departments will be found less than one per cent of the total number employed, comprising firemen, engineers, or persons who, although engaged in mechanical labor in the industry, are not like the carpenters, masons, etc., directly engaged in the fabrication of the product. This brief explanation will enable the reader to understand the classification. It only remains to add that laborers include persons employed in the industry, who are entirely unskilled, such as watchmen, shovelmens, etc.

INDUSTRY CLASSIFICATION.	Total Persons occupied	PERCENTAGES OF PERSONS OCCUPIED WHO WERE—				
		Pro- prietors	Employed in Supervision	Employed in Mechanical Departments	General Em- ployes	Laborers
Agricultural implements, . . . .	442	4.52	3.39	0.91	85.75	5.43
Arms and ammunition, . . . .	1,601	2.12	5.75	3.25	83.45	5.43
Artisans' tools, . . . .	2,515	5.21	3.22	19.08	70.46	2.03
Awnings, sails, tents, etc., . . . .	440	12.50	0.91	—	86.59	—
Boots and shoes, . . . .	72,746	2.60	3.25	1.91	91.87	0.37
Boxes (paper and wooden), . . . .	5,448	4.19	3.21	0.57	89.79	2.24
Brick, tiles, and sewer pipe, . . . .	2,329	4.08	3.18	1.37	88.13	53.94
Brooms, brushes, and mops, . . . .	864	8.22	2.31	1.37	85.65	2.55
Building, . . . .	70,811	11.60	0.59	0.83	84.94	2.04
Burial cases, caskets, coffins, etc., . . . .	274	6.57	3.28	1.46	86.13	2.56
Buttons and dress trimmings, . . . .	749	2.94	5.74	4.00	85.58	1.74

INDUSTRY CLASSIFICATION.	Total Persons occupied	PERCENTAGES OF PERSONS OCCUPIED WHO WERE—				
		Pro- priators	Employed in Supervision	Employed in Mechanical Departments	General Em- ployés	Laborers
Carpetings, . . . . .	3,532	0.54	3.82	2.72	89.78	3.14
Carriages and wagons, . . . . .	8,429	9.15	1.68	10.01	77.73	1.44
Cement, kaolin, lime, and plaster, . . . . .	101	22.77	9.90	—	37.63	29.70
Charcoal and kindlers, . . . . .	38	9.09	3.03	—	81.82	6.06
Chemical preparations (compounded), . . . . .	448	14.22	5.87	0.68	31.38	47.85
Clocks, watches, and jewelry, . . . . .	6,689	5.83	2.80	4.28	86.72	0.37
Clothing, . . . . .	45,587	10.74	0.85	0.17	88.03	0.11
Concrete walks, paving, etc., . . . . .	255	16.47	1.57	—	57.65	24.31
Cooking, lighting, and heating apparatus, . . . . .	1,375	5.45	5.53	2.76	79.20	7.06
Cordage and twine, . . . . .	2,258	2.26	4.07	1.11	82.20	10.36
Corks, bungs, and taps, . . . . .	56	17.86	—	—	75.00	7.14
Cotton goods, . . . . .	80,916	0.19	3.98	3.38	89.81	2.64
Cotton, woollen, and other textiles, . . . . .	90	5.55	6.67	1.11	77.78	8.89
Crayons, pencils, crucibles, etc., . . . . .	51	7.84	7.84	5.89	74.51	3.92
Drugs and medicines, . . . . .	632	20.09	5.70	10.44	60.13	3.64
Dyestuffs, . . . . .	133	13.03	4.51	—	52.63	30.83
Earthen, plaster, and stone ware, . . . . .	272	4.41	2.57	8.09	78.31	6.62
Electrical apparatus and appliances, . . . . .	5,059	2.00	9.41	1.48	83.88	3.23
Electroplating, . . . . .	243	6.17	0.41	—	90.95	2.47
Emery and sand paper and cloth, etc., . . . . .	221	7.69	6.79	5.88	74.31	5.43
Fancy articles, etc., . . . . .	198	16.58	2.59	1.55	79.28	—
Fertilizers, . . . . .	339	4.73	5.69	3.84	7.37	78.47
Fine arts and taxidermy, . . . . .	78	5.13	—	—	94.87	—
Fireworks and matches, . . . . .	115	10.43	5.22	11.30	69.57	3.48
Flax, hemp, jute, and linen goods, . . . . .	1,612	0.50	2.54	1.43	98.92	1.61
Food preparations, . . . . .	10,363	12.57	3.71	7.16	63.94	12.72
Furniture, . . . . .	8,177	6.31	2.27	1.05	85.94	4.43
Gas and residual products, . . . . .	1,011	0.89	19.78	8.80	20.18	50.35
Glass, . . . . .	929	4.20	2.58	4.84	83.10	5.28
Glue, isinglass, and starch, . . . . .	346	8.96	6.36	3.76	46.53	34.39
Hair work (animal and human), . . . . .	146	4.11	6.85	—	79.45	9.59
Hose: rubber, linen, etc., . . . . .	299	1.00	5.35	—	86.63	7.03
Hosiery and knit goods, . . . . .	4,548	1.63	5.34	1.01	91.62	0.40
Ink, mucilage, and paste, . . . . .	104	23.85	8.65	2.88	49.04	10.58
Ivory, bone, shell, and horn goods, etc., . . . . .	989	5.46	2.93	4.75	86.66	0.20
Leather, . . . . .	9,053	3.99	2.67	0.97	87.42	4.95
Liquors and beverages (not spirituous), . . . . .	300	24.33	3.67	2.00	63.67	6.33
Liquors: malt, distilled, and fermented, . . . . .	1,448	10.22	3.94	1.52	62.43	21.89
Lumber, . . . . .	2,912	8.69	10.89	1.54	45.47	33.41
Machines and machinery, . . . . .	19,223	3.38	2.93	1.67	86.87	5.15
Metals and metallic goods, . . . . .	30,235	5.91	2.47	1.20	83.49	6.96
Mixed textiles, . . . . .	478	2.30	4.19	—	88.91	4.60
Models, lasts, and patterns, . . . . .	1,404	5.06	1.78	0.36	92.73	0.07
Musical instruments and materials, . . . . .	3,578	4.50	2.90	11.35	79.71	1.54
Oils and illuminating fluids, . . . . .	207	16.91	15.46	1.93	33.33	32.37
Paints, colors, and crude chemicals, . . . . .	211	15.64	8.06	2.84	50.71	22.75
Paper and paper goods, . . . . .	10,532	2.17	3.90	6.81	81.00	6.12
Perfumes, toilet articles, etc., . . . . .	48	39.58	8.33	12.50	35.42	4.17
Photographs and photographic materials, . . . . .	1,277	23.34	0.47	—	76.11	0.08
Polishes and dressing, . . . . .	303	29.70	4.95	13.20	47.53	4.62
Printing, publishing, and bookbinding, . . . . .	13,209	4.00	3.16	0.21	93.14	0.49
Print works, dye works, and bleacheries, . . . . .	3,929	1.04	3.95	2.52	72.03	20.46
Railroad construction and equipment, . . . . .	1,327	1.96	6.18	0.90	73.25	17.71
Rubber and elastic goods, . . . . .	9,046	1.01	3.33	3.50	85.56	6.60
Saddlery and harness, . . . . .	1,448	17.75	1.24	0.14	80.39	0.48
Scientific instruments and appliances, . . . . .	1,401	8.35	1.50	0.64	88.80	0.71
Shipbuilding, . . . . .	1,272	8.41	0.94	—	89.86	0.79
Silk and silk goods, . . . . .	2,437	1.27	7.22	1.52	88.88	1.11

INDUSTRY CLASSIFICATION.	Total Persons occupied	PERCENTAGES OF PERSONS OCCUPIED WHO WERE—				
		Pro-prietors	Employed in Supervision	Employed in Mechanical Departments	General Em-ployés	Laborers
Sporting and athletic goods, . . .	426	3.99	5.87	1.41	83.80	4.93
Stone, . . . . .	6,891	5.41	1.20	0.10	89.52	3.77
Straw and palm leaf goods, . . .	4,044	1.31	4.55	1.66	91.62	0.86
Tallow, candles, soap, and grease, . .	619	24.23	4.20	3.72	55.73	12.12
Tobacco, snuff, and cigars, . . .	3,008	12.40	1.33	3.12	82.85	0.30
Toys and games (children's), . . .	844	6.10	6.10	4.94	80.83	2.04
Trunks and valises, . . . . .	236	10.59	2.54	-	86.02	0.85
Whips, lashes, and stocks, . . . .	550	8.18	6.55	0.18	85.09	-
Wooden goods, . . . . .	4,662	7.76	1.73	0.62	87.97	1.93
Woollen goods, . . . . .	26,854	1.00	4.00	2.14	90.33	2.54
Worsted goods, . . . . .	3,877	0.49	3.84	2.23	91.31	2.14
TOTALS, . . . . .	510,442	5.25	2.91	2.25	86.05	3.54

No extended analysis of the table is required. Of the aggregate number occupied in manufactures, as shown by the final line, about five persons in every 100 (5.25 per cent) are proprietors; nearly three in 100 (2.91 per cent) are employed in supervision; about two in every 100 (2.25 per cent) are engaged in incidental mechanical occupations not directly required in the fabrication of the articles turned out in the particular industry in which they are employed; about 86 in every 100 (86.05 per cent), on the other hand, are employés directly employed in the fabrication of the product; and nearly four in every 100 (3.54 per cent) are entirely unskilled laborers. The table affords an opportunity of comparing the relative proportions of the proprietor and supervisory classes as compared with the strictly employé class in the different industries.

## LABOR ORGANIZATIONS IN MASSACHUSETTS.

In the August Bulletin, the Bureau published a list of the trades unions in Massachusetts. The demand for the publication was so great that within a few days the issue was out of print. As the list has been continually called for, we present a revised list of the labor organizations, by cities and towns, having made such additions and corrections as could be secured from every available source.

In this presentation, the name and address of the secretary are given, unless specified to the contrary. Where two secretaries were returned, we have given both without distinctive title, although we have endeavored, as far as possible, to have the name of the recording or corresponding secretary come first, followed by the financial. In addition to the secre-

taries, the names of the business agents have, in part, been supplied to the Bureau, and are printed herein. Where unions were affiliated with national bodies, the name of the national organization has been given first, with the names of the unions, where there was more than one in each specified place, indented under them. The secretaries of central labor unions and state branches of federal bodies, as well as district organizers, are given at the end of the respective cities and towns to which they belong.

## ADAMS.

Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 231. John B. Angers, 62 Summer St.  
 Building Laborers Protective Union No. 30. David Crozier, 18 Maple St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America: Bartenders Union, No. 291. John Chambers, Renfrew.  
 Journeymen Barbers International Union: Union No. 250. Michael R. Murphy, 21 Murray St.  
 Loom Fixers Union No. 9. Henry Reid, Richmond St.  
 Retail Clerks International Protective Association: Union No. 333. R. E. Maumer, 10 Center St.  
 Union No. 511 (Grocery Clerks). P. Heffernan, Columbia St.  
 Shirt Waist and Laundry Workers International Union: Union No. 19. Harry H. Smith, 45 Myrtle St.  
 Team Drivers International Union of America: Union No. 217. Adolph A. Charon, 38 Depot St. Chas. Grover, 8 Richmond St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 395. Geo. Rupprecht, 34 No. Summer St.  
 United Textile Workers of America: Beavers Union. A. D. Lawrence, 29 Bellevue Av.  
 Loom Fixers Union No. 217. Patrick O'Rourke, 79 Center St.  
 Weavers Union No. 329. Frank L. Ernst, 7 George St. Wm. Knop.  
 Central Labor Union. F. J. Harris, 36 Fisk St.

## AMESBURY.

Carriage and Wagon Workers International Union of North America: Union No. 27. C. F. Ramsell, 140 Congress St.

## AMHERST.

Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 770. F. A. Alden.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 116. A. E. Stetson, Box 51.

## ANDOVER.

United Brotherhood of Carpenters and Joiners of America: Union No. 1298. Roscoe Cole, Elm St. Austin S. Poland, 23 Chestnut St.

## ARLINGTON.

United Brotherhood of Carpenters and Joiners of America: Union No. 831. M. A. Ross, 49 Brattle St.  
 Middlesex District Council (including Carpenters Unions of Arlington, Medford, Melrose, Winchester, and Woburn). H. H. Gane, 87 Summer St., Melrose. S. P. Clough, Bus. Agt., Box 290, Lexington.

## ATHOL.

Amalgamated Wood Workers International Union of America: Union No. 139. Mark Millett, 693 Chestnut St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 416. Jas. H. Sinclair, rear 1090 Main St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America: Bartenders Union No. 87. E. J. Kendricks, Pequig Hotel.  
 International Association of Allied Metal Mechanics: Union No. 128. N. C. Swan, 84 Fish St.  
 International Association of Machinists: Starrett Lodge No. 507. Frank A. Bicknell, Box 112.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers Union of North America: Polishers Union No. 118. A. F. of L. M. W. Meany, 146 Beacon St.  
 Retail Clerks International Protective Association: Union No. 655. Harry Hamilton.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 1059. H. D. Brock, Athol Centre.  
 United Garment Workers of America: Union No. 214. Myrtle Drury, Athol Centre.

Central Labor Union. Chas. W. Pratt.  
 District Organizer for A. F. of L. E. J. Eddy, 415 Hapgood St.

## ATTLEBOROUGH.

Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 26. Chas. H. Stafford, Oak Hill Av.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 761. Ebna C. Allen, 87 East St., No. Attleborough.  
 Attleborough Lodge No. 1307. Willis Tibbetts. Robt. Forbes.

## AVON.

Boot and Shoe Workers Union: Mixed Union No. 275. Wm. F. Harding, Box 185.

## BEVERLY.

Boot and Shoe Workers Union: Cutters Union No. 56. F. I. Cressy, Box 971.  
 Bricklayers and Masons International Union of America: Bricklayers and Masons Union No. 40. Geo. H. Hurd, Crosby Block, Rantoul St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 878. S. C. Wallis, 98 Hale St.  
 Carpenters District Council. G. P. Coburn, Bus. Agt., Pride's Crossing.

## BOSTON.

Amalgamated Leather Workers Union:  
 Union No. 32. John P. Callan, 99 Ash St., Chelsea.  
 Union No. 105. Geo. W. Segee, 2 Chester Pl.  
 Amalgamated Meat Cutters and Butcher Workmen of North America: Union No. 163. John Dwyer, 180 No. Howard St., Brighton.  
 Amalgamated Sheet Metal Workers International Association:  
 Union No. 17. Jos. F. Gilchrist, 51 Telegraph St., So. Boston.  
 Tin Workers Union No. 38. C. J. Williams, 52 Tileston St.  
 Amalgamated Society of Carpenters and Joiners:  
 Branch No. 1. Manson O. Sanford, 156 W. Brookline St.  
 Branch No. 2. John R. Smith, 18 Myrtle St., Medford.  
 Branch No. 3. A. C. McLaughlin, 84 Lee St., Jamaica Plain.  
 Branch No. 4 (South Boston). John J. Hickey, 238 D St., So. Boston.  
 Amalgamated Society of Engineers and Machinists (English Organization). Harry Johnson, 123 Marcella St.  
 Amalgamated Wood Workers International Union of America:  
 Union No. 24. E. Thulin, 8 Suffolk St., Cambridge. C. M. Hoffman, Bus. Agt., 71 Fayette St., Cambridge.  
 Union No. 109 (Hard Wood Finishers). David W. Howell, 3 Bowen Park, Rox. Geo. M. Gunter, Bus. Agt., 25 Folsom St., Roslindale.  
 Union No. 201 (Box Makers and Saw Mill Workers). E. N. Goodwin, 14 Jefferson Av., Chelsea. Geo. M. Gunter, Bus. Agt., 25 Folsom St., Roslindale.  
 American Federation of Musicians: Protective Union No. 9. Timothy C. Kelleher, 10 Ward St., So. Boston.  
 Artificial Stone and Asphalt Workers Union. Thos. O'Neill, 63 Joy St., Somerville.  
 Ben Franklin Assembly No. 5463, K of L. (City Employes and Sanitary Street Cleaning Dept's). Jas. McKean, 279 Norfolk Av.  
 Boston Gold Beaters Protective Union No. 9612, A. F. of L. Paul Holmes, 63 Sudbury St.  
 Bricklayers and Masons International Union of America:  
 Union No. 3 (Bricklayers). Geo. K. Watson, 63 Wensley St., Rox. J. F. Driscoll, Bus. Agt., 45 Elliot St., Room 6.  
 Union No. 9 (Stone Masons). L. D. Cullen, 76 Marshall St., Medford.  
 Union No. 37 (Bricklayers). Jos. E. Gleason, 37 Weston St., Rox.  
 Union No. 33 (Stone Masons). John J. McCarty, 36 Heath Av., Rox.  
 Brighton Assembly No. 1756, K. of L. (City Employes). John McCann, Allen Pl., Brighton.  
 Brotherhood of Boiler Makers and Iron Ship Builders of America: Bay State Lodge No. 9. Thos. R. Keenan, 80 W. Fifth St., So. Boston. Jas. Gallino, 233 Sixth St., Cambridge.  
 Brotherhood of Locomotive Engineers:  
 Bay State Division No. 439. J. E. Dillingham, Milford.  
 Division No. 61. Walter S. Brazier, 57 Main St., Somerville.  
 Old Colony Division No. 312. Louis H. Tirrell, So. Braintree.  
 Brotherhood of Locomotive Firemen: Paul Revere Lodge No. 485. Fred McGregor, 13 Cordis St., Charlestown.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America:  
 Union No. 11. C. M. Langen, 6 Sixth St. Pl., So. Boston.  
 Union No. 228 (Paper Hangers). Geo. W. Gleason, 31 Cornhill.  
 Union No. 391 (Sign Painters). A. L. Worzburg, 77 1/2 Charles St.  
 Union No. 642 (Painters) Hebrew Lodge. B. Hondust, 23 Walnut St., Chelsea. Wm. McCarthy, Bus. Agt., 8 Bennett St.  
 Brotherhood of Railroad Trainmen:  
 Boston Lodge No. 97. M. J. Leonard, 128 Boylston St., Jamaica Plain.  
 Bunker Hill Lodge No. 404. M. J. Duffee, 669 Cross St., Somerville.  
 City Point Lodge No. 507 (South Boston). W. J. Loring, So. Braintree.  
 Puritan Lodge No. 621. E. W. Nason, 62 Perkins St., Charlestown.  
 Tri-Mountain Lodge No. 486. F. O. Anderson, 35 Wordsworth St., E. Boston.  
 Brotherhood of Railway Trackmen of America: Division No. 120. Thos. W. Cassidy, 19 Winter St., W. Somerville.  
 Building Laborers International Protective Union of America:  
 Union No. 6. Dennis Gearin, 127 Fisher Av., Rox.  
 Union No. 13. J. E. Campbell, 37 Rochester St. John Keohane, Bus. Agt., 8 Bennett St.  
 Union No. 19. M. Philben, 46 Gold St., So. Boston.  
 Carpet Upholsterers Union No. 7070, A. F. of L. J. Kelliher, 724 Washington St.  
 Cigar Factory Tobacco Strippers Union No. 8156, A. F. of L. Flora Isaacs, 33 Round Hill St., Rox.  
 Cigar Makers International Union of America: Union No. 97. Henry Abrahams, 14 Hudson St.  
 Coachmen and Stablemen's Union No. 6327, A. F. of L. Thos. G. Christopher, 106 Conant St., Rox.  
 Coopers International Union of North America: Union No. 89. Patrick T. Cummins, 77 Bickford St., Rox.  
 Core Makers International Union of America: Union No. 1. Walter Fuller, 206 Charles St.  
 Elevator Constructors Union No. 4. Arthur M. Morrison, 36 Weld Hill St., Jamaica Plain. Edison E. Mil's, Bus. Agt., 19 Allston St.  
 Expressmen's Assembly No. 1642, K. of L. Chas. F. Wallin, 420 Chelsea St., E. Boston.  
 Fish Handlers and Cutters Union No. 9506, A. F. of L. M. Larandlen, 351 Sumner St., E. Boston.  
 Fish Sorters and Trimmers Union No. 9623, A. F. of L. Marion Jeffrey, 95 Regent St.  
 Freight Clerks Assembly No. 1738 (B. & M. R.R.), K. of L. Fred D. B. Hill, 64 Lincoln Av., E. Saugus.  
 Freight Clerks Protective Union No. 7317, A. F. of L. Jas. T. Halligan, 243 Fifth St., So. Boston.  
 Freight Handlers Assembly No. 628, K. of L. John P. Dalton, 283 W. Fifth St., So. Boston.  
 Freight Handlers Assembly No. 5572, K. of L. Morris Connors, 4 Cunard Av., Charlestown.  
 Freight Handlers Union No. 6327, A. F. of L. Patrick O'Day, 197 W. Second St., So. Boston.  
 Furniture Packers Union No. 9462, A. F. of L. Daniel J. Keefe.  
 Horse Nail Workers Union No. 6313, A. F. of L. Jas. D. Sullivan, 4 Chickatawbut St., Neponset.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America:  
 Bartenders Union No. 77. Martin J. Mattimoe, 7 Appleton St.  
 Walters Union No. 80, Geneva Ass'n. John E. Mee, 2 Boylston Pl.  
 Colored Walters Union No. 183. Jacob Berl, 153 Court St.  
 Cooks Union No. 328. Chas. H. Coppard, 8 Groton St. A. G. Biersdorf, 12 Isabella St.  
 Insulators and Asbestos Workers Union No. 6918, A. F. of L. Chas. Justice, Box 1963.  
 International Alliance of Theatrical Stage Employes: Union No. 11. John J. Barry, 75 Albany St.



## BOSTON — Continued.

- International Association of Allied Metal Mechanics:**  
 Blacksmiths Helpers Union No. 130. Jeremiah Curtin, 51 Moulton St., Charlestown.  
 Drop Forgers and Hammermen's Union No. 47. Chas. McChesney, Station A.  
 Lodge No. 52. M. S. Broderick, 181 Centre St., Rox.
- International Association of Bridge and Structural Iron Workers:** Union No. 7. Jas. Webb, 8 Bennett St. Ambrose Baker, 127 Byron St., E. Boston. Jas. H. Carr, Bus. Agt., 17 Cottage Terr., Rox.
- International Association of Machinists:** Lodge No. 284. Jas. H. Lynch, 44 Emerald St. John F. Kelly, 108 Murdock St. Wm. R. Dyer, Bus. Agt., 987 Washington St.
- International Brotherhood of Blacksmiths:** Union No. 209. Jas. McNally, 301 Broadway, Chelsea.
- International Brotherhood of Bookbinders of North America:**  
 Union No. 13 (Paper Rulers). W. H. Welch, 56 I St., So. Boston.  
 Union No. 16 (Bookbinders). Daniel A. Mullen, 45 Columbia St., Cambridge.  
 Union No. 45 (Stampers). Timothy O'Brien, 101 Railroad Av., Norwood.  
 Union No. 56 (Bindery Women). Miss Mary Wood, 272 Emerson St.
- International Brotherhood of Electrical Workers:**  
 Union No. 103 (Insidemen). Wm. H. Sullivan, 123 Hudson St. Everett T. Mallory, Bus. Agt., 97 Cottage St., E. Boston.  
 Union No. 104 (Linemen). Hugh McInnis, 97 Pine st., Cambridge.  
 Union No. 185 (Shopmen). R. M. Bassett, Lakeville.
- International Brotherhood of Stationary Firemen:** Union No. 3. J. V. Hill, 14 Cross St., E. Somerville.
- International Jewelry Workers of America:** Union No. 6. Lawrence A. Henchey, 51 Baldwin St., Charlestown.
- International Ladies' Garment Workers Union:**  
 Skirt and Cloak Makers Union No. 26. Chas. Jacobson, 8 Wiget St. Jacob Geloyletz, Bus. Agt., 52 Cross St.  
 Ladies Tailors and Dressmakers Union No. 36. I. Cohen, 52 Cross St.  
 Ladies Wrapper Makers Union No. 37. Annie Lipsitz, 15 Minot St. P. Davis, Bus. Agt., 112 Salem St.
- International Longshoremen's Association:**  
 Union No. 221 (Meat Handlers). Chas. G. Worthington, 18 Lawrence St.  
 Union No. 302. Matthew J. McLaughlin, 17 Tileston St.
- International Musical Union:** Boston Musical Union No. 3. E. W. Masters, 8 Atherton St., Rox.
- International Printing Pressmen and Assistants Union of North America:**  
 Boston Printing Pressmen's Union No. 67. Walter D. Lynn, 17A Brattle Sq.  
 Franklin Assn. No. 18 (Pressmen). M. S. Cooney, 235 Washington St.  
 Web Pressmen's Union No. 3. Chas. T. Hayes, 132 Austin St., Cambridge.
- International Seamen's Union of America:**  
 Atlantic Coast Marine Firemen's Union, Boston Branch. E. P. Young, Bus. Agt., 229 Atlantic Av.  
 Atlantic Coast Seamen's Union, Boston Branch. Wm. H. Frazier, 1½ Lewis St.  
 Fishermen's Union of the Atlantic Coast, Boston Branch. A. McDonald, 284 Commercial St.  
 Marine Cooks and Stewards Association of the Atlantic Coast. Otto Frost, 223 Commercial St.
- International Stereotypers and Electrotypers Union:**  
 Union No. 2 (Stereotypers). R. Moore, Box 3350.  
 Union No. 11 (Electrotypers). J. W. Moreland, 150 Mt. Auburn St., Cambridge.
- International Typographical Union of North America:**  
 Newspaper Mailers Union No. 1. E. F. Murphy, Box 1817.  
 Newspaper Writers Union No. 1. John Weaver Sherman, 17A Brattle Sq.  
 Type Founders Union No. 2. A. J. Lane, K St., So. Boston.  
 Photo-engravers Union No. 3. J. P. Simonds, Jr., 23 Ottawa St.  
 Typographers Union No. 18. A. G. Davis, 52 Federal St., Room 2.
- International Union of Carriage and Wagon Workers of North America:** Union No. 9. John J. Gillis, 71 Dorchester St., So. Boston.
- International Union of Commercial Telegraphers:** Division No. 4. Jas. J. McGarty, 21 Fort Av., Rox.
- International Union of Journeymen Horse Shoers of the United States and Canada:** Union No. 5. Jeremiah Cronin, 15 Hall St., Jamaica Plain.
- International Union of Steam Engineers of America:**  
 Union No. 4 (Hoisting and Portable Engineers). A. E. Pike, Sec. and Bus. Agt., 995 Washington St.  
 John J. O'Donnell, 212 Somerville Av., Somerville.  
 Union No. 16—Dorchester (Stationary Engineers). E. E. Searle, 37 Buttonwood St., Dor. J. P. Dennis, Bus. Agt., 995 Washington St.  
 Union No. 74 (Coal Hoisting Engineers). A. L. Morrison, 28 Eutaw St., E. Boston.
- International Wood Carvers Association of North America:** Boston Branch. Thos. J. Lodge, 12 Carlisle St., Rox.
- Iron Molders Union of North America:** Union No. 106. Thos. McSweeney, 39 Woodward St., So. Boston.  
 Wm. John, 25 Wilbur St., Everett.
- Journeymen Bakers and Confectioners International Union of America:**  
 Union No. 4. John M. Nickert, 45 Elliot St.  
 Union No. 45. Isaac W. Cohen, 10 Wiget St.  
 Union No. 53. Henry Koll, 21 Camden Pl.  
 Union No. 154. August Gronau, 9 Boylston Pl.
- Journeymen Barbers International Union of America:** Union No. 182. Jas. Porter, 538 Dudley St., Rox.  
 C. E. O'Donnell, 2003 Washington St., Rox.
- Journeymen Freestone Cutters Association of Boston and Vicinity.** Wm. J. Ricker, 58 Sacramento St., Cambridge.
- Journeymen Stone Cutters Association of North America:**  
 Boston Branch. John McGregor, 111 Franklin St., Cambridge.  
 Carvers Branch. John MacKenzie, 90 Bower St.
- Journeymen Tailors Union of America:** Union No. 12 (Custom). John H. Merriam, 89 Court St., Room 15.  
 Laundry Workers Union.
- Lithographers International Protective and Beneficial Association of the United States and Canada:**  
 Union No. 3. Wm. E. Taylor, 1 Duncan St., Rox. Thos. Cunningham, 873 Broadway, Chelsea.
- Longshoremen's Assembly No. 8067, K. of L.** Edward Moore, 34 Baxter St., So. Boston.
- Longshoremen's Assembly No. 9623, K. of L.** Thos. J. Daley, 1 Sprague St., Charlestown.
- Machine Stone Planers' Union No. 9603, A. F. of L.** S. Manning, 38 Prince St.
- Marble Cutters and Setters Protective Union.** Jas. Rehill, 15 Eaton St., Sec. and Bus. Agt. T. J. Brennan, 203 Central Av., Chelsea.
- Marble, Slate, and Soapstone Workers of Boston.** Daniel Cunningham, Windsor St., Cambridge.
- Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers Union of North America:**  
 Brass Molders Union No. 192. J. Brown, 234 Massachusetts Av.  
 Brass Workers Union No. 55. G. H. McGrane, 24 Paris St., E. Boston.  
 Chandelier Workers Union No. 18. Jas. J. Hickey, 22 Fitchburg St., Somerville.  
 Metal Polishers Union No. 95. Wm. H. Burns, 14 Sable Ct., Medford.
- National Association of Steam and Hot Water Fitters and Helpers of America:**  
 Branch No. 22 (Steam Fitters). John J. Brophy, Cor. Sec. and Bus. Agt., 4 Spring St. Ct. C. J. Crowley, 14 Putnam St., Charlestown.  
 Branch No. 26 (Helpers). Edward Vaughn, 90 Tremont St. John J. Brophy, Bus. Agt., 4 Spring St. Ct.

## BOSTON—Continued.

- National Union of the United Brewery Workmen of the United States:  
 Bottlers and Drivers Union No. 122. John P. Weigel, 1095 Tremont St.  
 Union No. 14. J. Emil Lieber, 1117 Columbus Av., Rox.  
 Union No. 29. E. F. Ward, 1117 Columbus Av., Rox.
- Newsboys Protective Union No. 9077, A. F. of L. M. C. Munsey, 108 Sumner St., E. Boston.  
 Noddle's Island Assembly No. 5788 (Longshoremen), K. of L. Martin Costello, 9 Noble St., E. Boston.  
 O'Connell Assembly No. 7174 (Longshoremen), K. of L. A. G. Norauder, 8 Tufts Ct., Charlestown.  
 Operative Plasterers International Association of the United States and Canada: Union No. 10. Michael J. Norton, 64 Bromley St., Rox.
- Order of Telegraphers:  
 Division No. 59. J. B. Bird, 61 Washington Av., Chelsea.  
 Division No. 89. Wm. L. Wright, 33 E. River St., Hyde Park.
- Park Employes Assembly No. 7576, K. of L. Jas. Broderick, 353 Broadway, So. Boston.  
 Pattern Makers League of North America: Pattern Makers Association of Boston and Vicinity. L. C. Powers, 166 Mt. Vernon St., Malden.
- Pavers Assembly No. 1632, K. of L. Coleman S. Ridge, 29 Fifth St., So. Boston.  
 Pavers Union No. 1 (Charter No. 6857), A. F. of L. Sylvester Connolly, 24 Lyons St., Dor.  
 Paving Department Employes Union No. 6751, A. F. of L. J. H. Barry, 521 Commercial St.  
 Paving Department Employes Assembly No. 9816, K. of L. Wm. F. Shaughnessey, 55 Marshfield St., Rox.
- Piano and Organ Workers International Union:  
 Union No. 19. Alexander M. Ferguson, 14 Dillon St., Rox.  
 Union No. 21. T. J. Harrington, 233 Bolton St., So. Boston.
- Plasterers Tenders Union No. 1. Wm. Ganney, Hunnehan St., Rox.  
 P. S. Gilmore Assembly No. 313 (Musicians), K. of L. H. G. Wolf, 88 Court St.  
 Putnam Assembly No. 12002 (Mixed City Employes), K. of L. David Punch, 6 Chelsea Ct., E. Boston.  
 Railroad Switchmen's Assembly No. 1741, K. of L. Richard Forbes, 12 Kingston St., Charlestown.
- Retail Clerks International Protective Association:  
 Union No. 143 (Drug). J. J. McVey, 338 Sumner St., E. Boston.  
 Union No. 160 (Grocery and Provision). Patrick McGuire, 50 Gray St. H. Joseph Quinn, Bus. Agt., 995 Washington St.  
 Union No. 539 (Grocery and Provision). Wm. Hay, 4 Poplar St., Roslindale. H. Joseph Quinn, Bus. Agt., 995 Washington St.
- Riggers Protective Union No. 10315, A. F. of L. Chas. Johnson, 436 Commercial St.  
 Roofers Protective Union No. 7311, A. F. of L. Jas. D. Haley, 26 Clarence St., Rox. M. Cove, 61 E. Lenox St.
- Sanitary and Street Cleaning Department Employes Union No. 6064, A. F. of L. P. Shaughnessey, 4 Dove St.
- Sewer Workers Assembly No. 1621, K. of L. John E. Powers, 443 Shawmut Av.  
 Sewer Workers Union No. 9588 (City Employes). John J. Quinn, 242 Lagrange St., W. Rox.  
 Ship Fixing Carpenters Assembly No. 12044, K. of L. Harry S. Davis, 11 Tremont Pl., Charlestown.
- Shipwrights Protective Union No. 8955, A. F. of L. M. C. McIver, 602 Saratoga St., E. Boston.  
 Special Order Clothing Makers Union of America: Union No. 22. M. Sherman, 6 Wall St.  
 Stockmen's Union No. 9592, A. F. of L. John Coulter, 7 Bellflower St., So. Boston.  
 Straw Hat Operators Union No. 9591, A. F. of L. Mrs. A. H. Goss, 185 Sidney St., Dor.  
 Switchmen's Union of North America: Constitution Lodge No. 200. J. J. Duval, 63 Willowood St., Dor.
- Team Drivers International Union of America:  
 Union No. 21 (Coal Teamsters and Handlers). R. J. Powers, 50 E. Dedham St. J. J. Fenton, 4 Willow Ct.  
 Union No. 25. Frank H. Brown, 183 Washington St., North. Jas. J. Shea, 235 Third St., So. Boston.  
 T. J. Minihan, J. A. Murray, Bus. Agts., 183 Washington St., North.  
 Union No. 112 (Lumber Teamsters and Handlers). E. D. McFaden, 179 Warren Av. T. J. Gilligan, 987 Washington St.  
 Union No. 126 (Hack and Cab Drivers). J. W. Barry, 201 Princeton St., E. Boston.  
 Union No. 170 (Coal Teamsters and Handlers). Jas. I. Doherty, 45 Polk St., Charlestown.  
 Union No. 171 (Ice-men's Protective). C. H. Seeley, 18 Dell St., Somerville. N. A. Keene, 23 Front St.  
 Union No. 191. Cornelius Shea, Bus. Agt., 183 Washington St., North.  
 Union No. 230 (Bakery Wagon Drivers). P. J. Finn, Gen. Del.  
 Union No. 279 (Milk Wagon Drivers). Lewis Hyman, 699 E. Fourth St., So. Boston.  
 Union No. 307 (Local Expressmen). Thos. F. Burke, 45 Village St.  
 Union No. 343 (Piano and Furniture Movers). Wm. M. Hunter, 44 Francis St., Rox.
- The Granite Cutters National Union of the United States of America: Boston Branch. Michael Maher, 222 Hemenway St.
- \* The Italian Building Laborers International Protective Union of America. Paul Clapponi, Clerk, 190 Maverick St., E. Boston. Wm. H. Adsit, Bus. Agt., Pemberton Bldg., Room 709.
- The Upholsterers International Union of North America: Union No. 53. Wm. J. Dumphy, 46 Woodward St., So. Boston. Ferdinand C. Speth, 114 M St., So. Boston.
- Tile Layers Helpers Union No. 86. 45 Elliot St.  
 Tile Layers Union. Jemineon Borne, Aldrich St., Roslindale.
- United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada:  
 Union No. 12 (Plumbers). Thos. E. Yates, 4 Mark St., Rox. Thos. L. Pratt, Bus. Agt., 32 Billings St., Atlantic.  
 Union No. 175 (Gas Fitters). John L. Turner, 788 Fourth St., So. Boston.
- United Brotherhood of Carpenters and Joiners of America:  
 Union No. 33. Fred O. Gay, 214 Putnam Pl. D. H. Deegan, 1122 Dorchester Av. J. E. Potts, Bus. Agt., 67 Batchelder St., Dor.  
 Union No. 67 (Roxbury). J. McLaughlin, 35 Valentine St., Rox.  
 Union No. 218 (E. Boston). C. M. Dempsey, Sec. and Bus. Agt., 321 Paris St., E. Boston.  
 Union No. 386 (Dorchester). J. A. Stewart, 1 Branch St., Quincy. Jas. W. Hunt, 23 Harbor View St., Dor. J. E. Eaton, Bus. Agt., 68 Florida St., Dor.  
 Union No. 889 (Allston). G. R. England, 88 No. Beacon St., Brighton.  
 Union No. 938 (West Roxbury). J. J. Smith, 105 Arundel St., Roslindale.  
 Union No. 964. Max Umans, 111 Brighton St.  
 Union No. 969 (Mattapan). C. Morgan, E. Milton. Jos. F. Forbes, Mattapan.  
 Union No. 1096 (Floor Layers). Alfred H. Bower, 79 Farquar St., Roslindale.
- United Cloth Hat and Cap Makers of North America: Union No. 7. Julius Freidman, 85 Poplar St. Myer Kramer, 18 Kirkland St.

## BOSTON—Concluded.

## United Garment Workers of America:

- Clothing Cutters and Trimmers Union No. 132. Alfred M. Davis, 18 Kneeland St.
- Overall and Shirt Workers Union No. 163. Jas. Allen, 30 Marshfield St., Rox.
- Pants Makers Union No. 173. S. Stein, 188 Arlington St., Chelsea.
- Rubber Garment Workers Union No. 174. Harry Nicholas, c/o Gossamer Rubber Co., Hyde Park.
- Tailors Union No. 1. L. Witkin, 75 Essex St.
- Vest Makers Union No. 172. Sallie Wolk, 213 Hanover St., Room 9.
- Women Tailors Union No. 11. Teresa Larkin, 18 Kneeland St.

## United Hatters of North America:

- Union No. 5 (Makers). Edward Patterson, 285 Bowen St., So. Boston.
- Union No. 6 (Finishers). Chas. Morris, 15 Warrenton St.

## United Metal Workers International Union: Housemiths and Structural Iron Workers Union No. 36.

J. J. Hurley, 37 Locke St., Cambridge.

## Upholsterers Assembly No. 4809, K. of L. B. Levine, 87 Leverett St.

## Water Department Workers Protective Union No. 6356, A. F. of L. Patrick J. Feeney, 28 Nawn St., Rox.

## Water Workers Assembly No. 1927, K. of L. Patrick G. Finnerty, 24 Chadwick St., Rox.

## Wire Workers Protective Union No. 1. Joseph H. Post, 45 Foster St., Brighton.

## Wood, Wire, and Metal Lathers International Union: Union No. 72. A. G. Mitchell, 12 Marble St., Rox.

## Wool Handlers Union No. 9476, A. F. of L. Jas. A. Fultz, 7 Minton St., Dor.

## Central Labor Union. Henry Abrahams, 14 Hudson St.

## Building Trades Council. E. A. McDonald, 20 Unity St.

## National Building Trades Council of America: W. J. Joyce, Deputy Organizer, 10 Meander St.

## Carpenters District Council of Boston and Vicinity. H. M. Taylor, 116 Whitefield St., Dor. Chas. A.

McDonald, Bus. Agt., 91 Concord St., E. Boston.

## General Organizer for New England: W. J. Shields, 36 Cheshire St., Jamaica Plain.

## Amalgamated Society of Carpenters and Joiners of America: J. F. Medland, Gen. Bus. Agt., 812 Saratoga St., E. Boston.

## Allied Printing Trades Council. D. J. McDonald, Bus. Agt., 17A Brattle Sq.

## Team Drivers Council. Cornelius P. Shea, 44 Chelsea St., Charlestown.

## Brotherhood of Painters, Decorators, and Paper Hangers of America. W. F. McCarthy, 94 Heath St.,

Roxbury, Bus. Agt. for Boston and Vicinity.

## Amalgamated Wood Workers International Union of America: National Organizer, Geo. M. Gunter, 25

Folsom St., Roslindale.

## Printing Pressmen on Boston Globe, A. F. of L. Robert H. Kelley, Organizer, 962 Broadway, W.

Somerville.

## Hotel and Restaurant Employes International Alliance and Bartenders International League of America.

Richard W. Kennedy, State Organizer, 7 Appleton St.

## International Typographical Union of North America. Henry McMahon, Organizer, Box 1795.

## American Federation of Labor: State Branch. D. D. Driscoll, Sec.-Treas., 78 East Canton St.

## Knights of Labor. Thos. H. Canning, District Sec.-Treas., 228 Tremont St., Room 12.

## BRIDGEWATER.

## United Brotherhood of Carpenters and Joiners of America: Union No. 1046. Wm. H. Swift, Box 385.

## BROCKTON.

## Amalgamated Association of Street Railway Employes of America: Division No. 235. P. F. Sheehan, 11

Bland St., Campello.

## Amalgamated Sheet Metal Workers International Association: Union No. 248. Albert J. Ellis, 11

Shepherd St.

## American Federation of Musicians: Union No. 193. John J. Cox, 10 Foster St.

## Boot and Shoe Workers Union:

Cutters Union No. 35. August Hopkins, Box 575. Wm. H. Tarks, Bus. Agt.

Edge Trimmers and Setters Union No. 118. Thos. C. Farrell, 70 Center St.

Finishers Union No. 57. Emmet T. Walls, Box 409.

Lasters Union No. 192. John Crawford, Box 351.

Mixed Union No. 88. J. P. Meade, 70 Center St.

Sole Fasteners and Rounders Union No. 111. Emmet T. Walls, Box 409.

Sole Leather Workers Union No. 74. J. P. Meade, 70 Center St.

Stitchers Union No. 44. J. N. Deane, 12 Rupert Pl. Wm. McKendrick, L. St.

Treers Union No. 86. Geo. B. Robinson, Room 124, Arcade Bldg., Main St.

Vampers Union No. 256. August Hopkins, Box 575.

## Bootblacks Protective Union No. 9801. O. W. Strother, c/o Pantatorium, Main St.

## Bricklayers and Masons International Union of America:

Bricklayers and Plasterers Union No. 5. F. J. Marler, 202 Dover St.

Stone Masons Union No. 14. Dennis Kellher, 9 Track St.

## Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 296. F. G. Kittredge,

112 North Warren Av.

## Building Laborers International Protective Union of America: Union No. 132. Michael F. Neafsey,

48 Taber Av.

## Cutting Die Makers Union No. 10355, A. F. of L. P. Lundholm, c/o Brockton Die Co.

## Elastic Goring Weavers Amalgamated Association of the United States of America: Brockton Branch.

E. Ashley, 31 Lowell St.

## Hotel and Restaurant Employes International Alliance and Bartenders International League of

America: Walters and Cooks Union No. 327. W. W. Williams, 20 Payton's Ct.

## International Association of Machinists: Brockton Lodge No. 176. Henry L. Reed, Brookside Av.,

Campello.

## International Brotherhood of Blacksmiths: Union No. 216. Chas. M. Hall, 9 Turner St.

## International Brotherhood of Electrical Workers: Union No. 223. B. E. Adams, c/o D. K. Carpenter,

Belmont St.

## International Brotherhood of Stationary Firemen: Union No. 47. Milo Shumway, 102 Richmond St.

## International Printing Pressmen and Assistants Union of North America: Union No. 102. R. A. Gould,

96 Moraine St.

## International Typographical Union of North America: Union No. 224. J. J. Fraser, c/o Times Office.

## International Union of Carriage and Wagon Workers of North America: Union No. 103. E. D. Thayer,

c/o T. H. Dawson Co., Lawrence St.

## International Union of Steam Engineers: Union No. 111. E. N. Beane, 61 Wyman St.

## Journeyman Bakers and Confectioners International Union of America: Union No. 190. G. A. Alsopp,

Box 265.

## BROCKTON — Concluded.

Journeyman Barbers International Union: Union No. 238. Alfred LaBarre, 150 Main St.  
 Journeymen Tailors Union of America: Union No. 106. Peter Neabitt, 23 Center St.  
 Laborers Protective Union No. 9105 (City Laborers). John Cavanaugh, c/o Robert Owens, Campello.  
 Last Makers Union No. 9289. A. F. of L. J. A. Thomas, Brockton Heights.  
 Newboys Protective Union No. 9904. A. F. of L. Daniel J. Triggs, 66 Otis St.  
 Retail Clerks International Protective Association:  
 Union No. 358 (Grocery and Provision Clerks). B. F. Dalton, 311 Warren Av.  
 Union No. 504 (Clothiers, Hatters, and Furnishers). John F. O'Brien, 130 Main St.  
 Union No. 805 (Dry Goods). Walter B. Lewis, c/o B. E. Jones Co., Main St.  
 Shirt Waist and Laundry Workers International Union No. 64. P. F. Hanley, 60 Spring St.  
 Stablenmen's Protective Union No. 10018. A. F. of L. Fred Martin, 119 Pleasant St.  
 Team Drivers International Union of America:  
 Union No. 57. A. M. Curry, 377 Main St.  
 Union No. 272 (Bakery Wagon Drivers). Fred Campbell, c/o White Star Laundry.  
 Union No. 236. Malcom McDonald, 75 Perkins St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada:  
 Union No. 276 (Plumbers). J. J. Callahan, 54 Denton St.  
 Union No. 516 (Steam Fitters, Gas Fitters, and Helpers). A. R. Gardner, 10 Florence St. W. F. Leary, 33 Mason St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 624. Willard Hanson, 100 Turner St.  
 Wood, Wire, and Metal Lathers International Union: Union No. 123. F. W. Doane, 458 No. Main St.  
 Central Labor Union. John J. Fraser, Box 562.  
 Joint Shoe Council. August Hopkins, Box 575.  
 Building Trades Council (Brockton and Vicinity). Willard Hanson, 100 Turner St.  
 National Building Trades Council of America: District Organizer, T. F. O'Leary, 119 No. Montello St.

## BROOKFIELD.

Boot and Shoe Workers Union: Mixed Union No. 252. H. J. Leach. T. E. Mulney.

## BROOKLINE.

Building Laborers International Protective Union of America: Union No. 17. Patrick J. Soner, 12 Kerrigan Pl.  
 Federal Labor Union No. 8217. Jas. Meegan, 51 Gale Av., Malden.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 438. Jas. Keefe, 9 High St. Pl.  
 Lloyd J. Smith, 176 High St.  
 United Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 709. Wm. Montgomery, 7 High St. Pl.

## CAMBRIDGE.

Amalgamated Meat Cutters and Butcher Workmen of North America: Union No. 162. Robert Rupprecht, 160 Washington St., Somerville.  
 Amalgamated Society of Carpenters and Joiners: Cambridge Branch No. 1. D. L. Lavash, 14 Quincy St., Somerville.  
 Bricklayers and Masons International Union of America: Stone Masons Union No. 34. M. Sullivan, 19 Plymouth St.  
 Brotherhood of Boiler Makers and Iron Ship Builders of America: East Cambridge Lodge No. 250. Patrick J. Norrie, 432 E. Third St., So. Boston.  
 Brotherhood of Painters, Decorators, and Papers Hangers of America: Union No. 448. Geo. Ladamme, 15 Brookford St.  
 Building Laborers International Protective Union of America: Union No. 10. M. Donohue, 64 Allston St.  
 City Employes Union No. 8279. A. F. of L. Wm. Emery, c/o City Stables, Hampshire St.  
 Coopers International Union of North America: Union No. 58 (East Cambridge). Wm. J. Rhael, 39 Beecham St., Everett.  
 International Brotherhood of Stationary Firemen: Union No. 53. Thos. Reardon, 278 Vine St., E. Cambridge.  
 International Typographical Union of North America: Union No. 61. Max Merk, 11 Madison St.  
 Journeymen Barbers International Union: Union No. 454. Louis M. Villemaire, 335 Hampshire St.  
 Machine Stone Workers, Sawyers, and Helpers Union No. 9111. A. F. of L. Duncan McLean, 135 Cambridge St., E. Cambridge.  
 Rubber Workers Union No. 8622. A. F. of L. Richard F. King, 68 Waverly St., Brighton.  
 Team Drivers International Union of America: Union No. 329. C. J. Sullivan, 19 Winslow St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 127. G. H. Coolidge, 75 River St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 441. I. F. Bowley, 367 Beacon St., Somerville. R. D. Sullivan, 386 Walden St. F. Chisholm, Bus. Agt., 24 Bigelow St.  
 Central Labor Union. A. W. Morrison, 19 Bank St.

## CHELMSFORD.

The Granite Cutters National Union of the United States of America: Chelmsford Branch. John Anderson, Box 122, W. Chelmsford.

## CHELSEA.

Amalgamated Association of Street Railway Employes of America: Chelsea Branch. W. O'Connor, 961 Broadway.  
 Amalgamated Society of Carpenters and Joiners: Chelsea Branch No. 1. John J. Kenney, 16 Conwell St., Somerville.  
 Boot and Shoe Workers Union: Mixed Union No. 271. Jas. Keenan, c/o M. J. Kane.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 623. Wm. H. Farham, 18 Spencer Av.  
 Elastic Goring Weavers Amalgamated Association of the United States of America:  
 Chadbourne & Moore Branch. John F. Farren, 98 Crescent Av.  
 Boston Gore Branch. Jos. Whitehead, 32 Eleanor St.  
 Chelsea Branch. Thos. Smith, 89 Lewis St.  
 Iron Molders Union of North America: Stone Plate Molders Union No. 129. Jas. Spence, 48 Hillside Av., Revere. J. T. Beatty, 77 Maverick St.  
 Rag Sorters Association. M. Grodzinski, 118 Arlington St.

## CHELSEA — Concluded.

Retail Clerks International Protective Association: Union No. 88. L. C. Currier, 275 Chestnut St.  
 Stove Mounters, Steel Range Workers, and Pattern Fitters and Filers International Union of North  
 America: Chelsea Branch. Chas. H. Churchill, Saugus Centre.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 443. P. S. Mulligan, 32 Poplar St.  
 Central Labor Union. M. A. Driscoll, 478 Broadway.

## CHESHIRE.

Team Drivers International Union of America: Union No. 289. Luther E. Wood, Gen. Del.

## CHICOPEE.

Allied Metal Mechanics Union No. 10. Chas. H. Forant, 62 Grove St., Chicopee Falls.  
 Amalgamated Wood Workers International Union of America: Union No. 176 (Chicopee Falls). Dexter  
 M. Cook, 27 High St., Chicopee Falls. Jas. Ingram, 84 Grove St.  
 Bartenders International League of America: Union No. 116. D. J. Readdia, 19 Emerald St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 299. C. A. Parker, 471  
 Front St.  
 International Association of Machinists: Highland Lodge No. 457 (Chicopee Falls). Jos. I. Pool, 317  
 Walnut St. A. Freddette, 161 Main St.  
 Journeymen Barbers International Union: Union No. 199. Wm. J. Murphy, 222½ Exchange St.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North  
 America:  
 Brass Workers Union No. 176. John O'Brien.  
 Polishers Union No. 27 (Chicopee Falls). Bart. Moriarty, 92 Montgomery St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 685. Edmond Blanchette, 87 Ex-  
 change St.  
 United Textile Workers of America:  
 Loom Fixers Union No. 17. Wm. J. Bradley, 19 Myrtle St.  
 Nappers Union No. 586. J. F. Murphy, 119 Main St., Chicopee Falls.  
 Slasher Tenders Union No. 54. O. W. McCoy, 181 Exchange St.  
 Union No. 315. Wm. Buba, Box 1134.  
 Union No. 354. J. S. Grabowski, Box 185, Chicopee Falls.

## CLINTON.

Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union  
 No. 23. Abraham Macmillan, Lancaster. L. Taylor, Highland St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 418. John Cannon, 101  
 Oak St.  
 Building Laborers International Protective Union of America: Union No. 25. Michael F. O'Malley, 73  
 Front St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America:  
 Bartenders Union No. 272. Wm. F. O'Toole, Clinton House.  
 Retail Clerks International Protective Association: Union No. 626. Phillip Gibbons, c/o Kent Clothing Co.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 858. Omer Harvey, 55 Boynton St.  
 Building Trades Council (Clinton and Vicinity). Wm. A. Taylor, 153 Highland St.

## COHASSET.

United Brotherhood of Carpenters and Joiners of America: Union No. 1123. L. J. Morris.  
 Carpenters District Council of Cohasset and Vicinity. A. W. Totman, Scituate.

## CONWAY.

Boot and Shoe Workers Union: Mixed Union No. 230, A. F. of L. R. J. Mullins, Box 125.

## DALTON.

Boot and Shoe Workers Union: Mixed Union No. 234. E. H. Bailey, Box 225.

## DANVERS.

Retail Clerks International Protective Association: Union No. 4. Jas. A. Perry, 42 Summer St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 900. Percy S. Hooper, 116 Locust  
 St. Geo. B. McRae, 13 Wenham St.

## DEDHAM.

United Brotherhood of Carpenters and Joiners of America: Union No. 892. M. J. Campbell, 5 Partridge  
 St., W. Rox.

## EASTHAMPTON.

Elastic Goring Weavers Amalgamated Association of the United States of America: Easthampton  
 Branch. Harry Moore, Local Sec. Thos. Pollard, Gen. Sec., Box 46.  
 United Textile Workers of America: Easthampton Cotton Mule Spinners Association. Robert E. Griffiths,  
 Box 900.

## EAST LONGMEADOW.

Quarrymen's Union No. 9606, A. F. of L. F. A. Knudson, Box 151.

## EASTON.

Brotherhood of Carpenters and Joiners of America: Union No. 784 (North Easton). Henry Holmes. J.  
 M. Wells.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 728. Edward Baldwin.  
 Emil Peterson.

## EVERETT.

Bricklayers and Masons International Union of America: Stone Masons Union No. 37. John H. Twomey, 87 Arlington St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 780. W. A. MacDuff, 3 Blanchard Av.

## FALL RIVER.

Amalgamated Association of Street Railway Employees: Division No. 174. Henry M. Adams, 964 So. Main St.  
 Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 11. F. E. Chase, Box 565.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 75. P. F. Mather, 39 Grove St.  
 Brotherhood of Railroad Trainmen: Mount Hope Lodge No. 475. P. F. Hanley, 323 Columbia St.  
 Cigar Makers International Union of America: Union No. 494. T. J. Kenney, 231 So. Main St.  
 Clerks Protective Association (Independent). L. H. Winstanley, Prospect St.  
 Hotel and Restaurant Employees International Alliance and Bartenders International League of America: Bartenders Union No. 99. J. Frank Kelley, St. James Café.  
 International Association of Machinists: Lodge No. 378. John W. Moran, 598 Plymouth Av.  
 International Brotherhood of Electrical Workers: Union No. 119 (Linemen). G. E. Kimball, 215 Bank St.  
 International Brotherhood of Stationary Firemen: Mill Firemen's Union No. 10. John Maguire, 516 Bank St.  
 International Printing Pressmen and Assistants Union of North America: Union No. 94. R. H. Altham, 54 Spring St.  
 International Stereotypers and Electrotypers Union: Union No. 52 (Stereotypers). E. J. Murphy, 498 Second St.  
 International Typographical Union of North America: Union No. 161. Daniel A. Crowley, 563 William St.  
 International Union of Steam Engineers: Union No. 185, A. F. of L. Edward F. Sullivan, 175 Union St.  
 Iron Molders Union of North America: Union No. 48. J. J. Lynch, Elm St. Wm. Acton, 254 Dover St.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 99. Fred Higginbottom, 463 Centre St.  
 Journeymen Barbers International Union of America: Union No. 331. Antoine Augustus, 196 Columbia St.  
 Mail Carriers Union. T. J. McGlynn, 33 Snell St.  
 National Alliance of Theatrical Stage Employees: Union No. 57. J. J. Dillon, 668 Third St.  
 National Union of the United Brewery Workmen of the United States: Union No. 137. Henry Zobel, 39 Thompson St.  
 The Granite Cutters National Union of the United States of America: Fall River Branch. John Russell, 292 Seabury St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 56 (Steam Fitters). D. J. Harrington, 545 Second St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 223. A. Sampson, 205 Horton St.  
 United Textile Workers of America:  
   Card Room Protective Association No. 32. Jas. Tansey, 116 Tecumseh St.  
   Loom Fixers Union No. 35. Thos. Taylor, 370 Bedford St.  
   Mule Spinners Association No. 1. Thos. O'Donnell, Box 203.  
   Slasher Tenders Association No. 51. Jos. G. Jackson, Box 231.  
   Weavers Progressive Association No. 24. Jas. Whitehead, Box 713.  
 Wood, Wire, and Metal Lathers Union No. 139. Geo. N. Chase, 60 Borden St.

Central Labor Union. Richard Wood, 27 Carver St.  
 Textile Council. Thos. Taylor, 231 So. Main St.

## FALMOUTH.

United Brotherhood of Carpenters and Joiners of America: Union No. 1008. S. W. Bowman, W. Falmouth.

## FITCHBURG.

Amalgamated Sheet Metal Workers International Association: Union No. 157. Matthew Briggs, 71 Townsend St.  
 American Federation of Musicians: Protective Union No. 173. C. A. Whitcomb, Box 430.  
 Bricklayers and Masons International Union of America: Bricklayers and Masons Union No. 19. E. F. Nutting, 31 Pleasant St.  
 Brotherhood of Boiler Makers and Iron Ship Builders of America: Rollstone Lodge No. 299. M. Garvey, P. Sedden, 16 Granite St.  
 Brotherhood of Locomotive Engineers: Wachusett Division No. 191. C. C. Woodworth, 198 Blossom St.  
 Brotherhood of Locomotive Firemen: Littlejohn Lodge No. 410. W. H. Farrell, 127 Blossom St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 381. Harry L. Hall, Lock Box 683.  
 Brotherhood of Railroad Trainmen: Hoosac Tunnel Lodge No. 93. Eugene Newell, 52 Day St.  
 Cigar Makers International Union of America: Union No. 475. N. Wilkins, North St.  
 Federal Union No. 9394, A. F. of L. John Sullivan, Box 17.  
 Hotel and Restaurant Employees International Alliance and Bartenders International League of America: Bartenders Union No. 97. W. F. Hart, 171 Main St.  
 International Association of Car Workers: Bay State Lodge No. 27. John B. Selloy, 15 Lincoln St.  
 International Association of Machinists: Rollstone Lodge No. 409. A. M. Driesnack, 11 Summer St.  
 International Brotherhood of Stationary Firemen: Union No. 85. John Blodan, 62 Granite St.  
 Iron Molders Union of North America: Union No. 97. Robt. K. Hill, 15 Brigham St.  
 Journeymen Barbers International Union of America: Union No. 284. Edmund P. Durant, 70 North St.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Union No. 145. Albert Krone, 1 Nockeje St.  
 National Alliance of Theatrical Stage Employees of the United States and Canada: Union No. 86. E. Hastings, 215 River St.  
 National Association of Steam and Hot Water Fitters and Helpers of America: Branch No. 41 (Steam Fitters). Fred E. Nelson, 119 Pearl St.  
 National Union of Loom Fixers: Union No. 41. John F. Hiltferty, Jr., W. Fitchburg.  
 Order of Railway Conductors of America. J. E. Garno, 73 Congress St.  
 Saw and Knife Grinders Union. Leon L. Cluey.  
 Sawsmiths National Union No. 7173, A. F. of L. (Local No. 3). Wm. B. Bowers, 112 Lawrence St.  
 Team Drivers International Union of America: Union No. 330. Ernest Robinson, 49 Blossom St.  
 The Granite Cutters National Union of the United States of America: Fitchburg Branch. Peter McMahon, 51 Beach St.

## FITCHBURG — Concluded.

United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 92 (Plumbers). M. L. Flynn, 16 Nashua St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 778. Henry Ware, East St.  
 United Brotherhood of Paper Makers of America: Lodge No. 19. John King, Jr., 12 Leighton St. Wm. P. Esple, W. Fitchburg.  
 United Textile Workers of America: Woollen Workers Union No. 316. Wm. I. Hinferty, 254 River St., W. Fitchburg.  
 Central Labor Union. Chas. Smith, 41 Smith St.

## FOXBOROUGH.

Iron Molders Union of North America: Union No. 323 (Foxborough and Norwood). Frank J. McGee, Box 406.  
 Straw Hat Operators Protective Union No. 9655, A. F. of L. Mrs. Annie M. Nelson, Box 223.

## FRAMINGHAM.

Bricklayers and Masons International Union of America: Union No. 51. J. F. Garrahan, 28 Mellon St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 563 (South Framingham). John Dolan, Saxtonville.  
 Brotherhood of Railroad Trainmen: Framingham Lodge No. 236 (South Framingham). A. E. Spreadburg, 12 Freeman St., So. Framingham.  
 International Printing Pressmen and Assistants Union of North America: Union No. 92 (South Framingham). J. A. Winchenbach, 16 Charles St., So. Framingham.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 860. E. F. Twitchell.

## FRANKLIN.

United Brotherhood of Carpenters and Joiners of America: Union No. —. Frank E. Hurd, Chestnut St.  
 Fred McDonald, Winter St.

## GARDNER.

Bricklayers and Masons International Union of America: Union No. 44 (Bricklayers, Masons, and Plasterers). N. J. Hilaire, Box 157. John A. Mulcahy, 173 Temple St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 486. Jas. Morrissey, 343 Pleasant St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America: Bartenders Union No. 870. P. J. Murphy, Mansion House. Geo. T. Mulcahy, Knowlton House.  
 Iron Molders Union of North America: Union No. 303 (West Gardner). John J. Fahey, Otter River.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 352. Wm. O'Donnell, 822 Pine St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 570. T. J. Foley, 65 Chestnut St.

## GLOUCESTER.

Amalgamated Association of Street Railway Employes: Division No. 270. Harley Malonson, 217 Main St.  
 Box Makers and Wood Workers Union No. 197. Roy White, Grove St.  
 Bricklayers and Masons International Union of America: Union No. 21 (Bricklayers, Masons, and Plasterers). Wm. H. Ricker, Summit Av., Rockport.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 566. Frank Sanford, 22 Church St.  
 Cigar Makers International Union of America: Union No. 324. H. Brown, 230 Main St.  
 Coopers International Union of North America: Union No. 162. Wm. H. Tarr, 12 Clarendon St.  
 Female Fish Sorters Union No. 9628. Emma Grant, 34 Middle St.  
 Fish Skinners, Cutters, and Handlers Union No. 9582. Chas. McIsaac, 13 Chestnut St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America: Bartenders Union No. 151. Wilmot Lynch, c/o R. K. Luffin & Co., Main St.  
 International Seamen's Union of America: Fishermen's Union of the Atlantic Coast, Gloucester Branch. Angus C. Maclean, 163 Main St.  
 International Typographical Union of North America: Union No. 486. R. P. McKenzie, 5 Babson St.  
 Journeymen Barbers International Union of America: Union No. 376. E. Harry Tribou, 4 Centennial Av.  
 Longshoremen's Union No. 305. Patrick Hogan, 4 Fort Sq.  
 Quarry Workers Union No. 8233 (Bay View), A. F. of L. Jas. C. Hanrahan, 66 High St.  
 Retail Clerks International Protective Association: Union No. 572. Howard F. Corliss, Main St.  
 Riggers, Tarrers, and Scrapers Union No. 9599. Atwill Farmer, 33 Friend St.  
 Team Drivers International Union of America: Union No. 266. John A. MacAuley, 87 Maplewood Av.  
 The Granite Cutters National Union of the United States of America: Cape Ann Branch (Gloucester and Rockport). Abraham Lurvey, Pigeon Cove.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 226 (Plumbers and Fitters). Edwin Deering, 14 Liberty St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 910. J. Henry White, 12 Centennial Av.

Central Labor Union. R. P. McKenzie, 5 Babson St.

## GRAFTON.

Boot and Shoe Workers Union: Mixed Union No. 52 (North Grafton). Annie Morris, c/o J. S. Nelson & Son.

## GREAT BARRINGTON.

Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 49. A. Squires, Avery Pl.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Painters Union No. 627. John B. Drummond.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 329. John Lahey.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 1045. Chas. H. Bell, 54 Dresser Av.

Central Labor Union. John B. Drummond.

## GREENFIELD.

Boot and Shoe Workers Union No. 326. Frank E. Marsh.  
 Bricklayers and Masons International Union of America: Bricklayers and Plasterers Union No. 36.  
 Adolph Merz, Jr., 57 Wells St.  
 Brotherhood of Locomotive Engineers: Deerfield Valley Division No. 112. W. A. Lamphear, 41 Burnside  
 Av., W. Somerville.  
 Brotherhood of Locomotive Firemen: David W. Wright Lodge No. 549. Geo. R. Dickinson.  
 Brotherhood of Railroad Trainmen: D. S. Simonds Lodge No. 426. Earl C. Goodnow, 16 Beach St.  
 Hotel and Restaurant Employees International Alliance and Bartenders International League of America:  
 Bartenders Union No. 147. Frank B. Thompson, 42 Davis St.  
 International Association of Allied Metal Mechanics: Union No. 123. John Luipold, Water St.  
 International Association of Machinists: Greenfield Lodge No. 481. Michael Donnigan, Federal St.  
 International Typographical Union No. 547. Miss Mattie Gray, 50 Chapell St.  
 Iron Molders Union of North America: Union No. 347. Thos. Acton, Turners Falls. Wm. Lynch.  
 Journeymen Barbers International Union No. 265. E. J. Stark, Warren House.  
 Paper Makers Union No. 10. John Shea.  
 Pollishers, Platers, Buffers, Brass Molders, and Brass Workers Union of North America:  
 Union No. 174. C. J. Sullivan.  
 Union No. 199. Andrew Anderson.  
 Retail Clerks International Protective Association: Union No. 476. John T. Murphy, 62 School St.  
 Stationary Firemen's Union No. 83. Daniel Shanahan.  
 Table Knife Grinders National Union No. 17. C. H. Dickinson, 87 Chapmah St.  
 Team Drivers International Union of America: Union No. 28. Geo. Milliken, 77 Federal St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the  
 United States and Canada: Union No. 262. Geo. W. Mason, 4 Leonard St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 732. Jos. Desautels, Elm St.  
 United Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 211. W. H.  
 Morgan, 9 Oak St.

Central Labor Union. H. E. Flanagan. John Murphy.

## HARDWICK.

Paper Makers Union. Cornelius Curran, Wheelwright.

## HAVERHILL.

American Labor Union: Counter Workers Union. Fred Davis, 2 Gilman Pl.  
 Bakers Union No. 211. Clarence E. Butters, 24 Main St.  
 Boot and Shoe Workers Union:  
 Cutters Union No. 191. W. W. Parks, 31 Washington St.  
 Machine Operators Union No. 1. H. Metcalf, 31 Washington St.  
 Shoe Packers Union No. 287. Geo. F. Clough, 31 Washington St.  
 Sole Cutters Union No. 341. Arthur Smith, 31 Washington St.  
 Turn Workmen's Union No. 2. Alfred Bower, 31 Washington St.  
 Women Stitches Union No. 6. Miss M. M. Robinson, 31 Washington St.  
 Bricklayers and Masons International Union of America: Union No. 17 (Bricklayers). Chas. J. Daly, 24  
 Dexter St.  
 Cigar Makers International Union of America: Union No. 226. Daniel Clohecy, 85 Primrose St.  
 Heel Makers Union. John H. Sweeney, 37 Lewis St.  
 Hotel and Restaurant Employees International Alliance and Bartenders International League of America:  
 Bartenders Union No. 33. John T. Cox, Box 17.  
 Waiters Union No. 201. John P. Shea, 143 Merrimack St.  
 International Typographical Union of North America: Union No. 38. W. J. Page, 70 Emerson St.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 97. P. M.  
 Redden, 21 Court St.  
 Journeymen Barbers International Union: Union No. 391. Placide Moran, 22 Maple St.  
 Lathers Protective Union. Walter H. Edmonds, Sec. and Bus. Agt., Box 43.  
 Longshoremen's International Union: Union No. 347. Maurice J. O'Hearn, 9 Hilldale Av.  
 National Union of the United Brewery Workmen of the United States: Union No. 125 of Lawrence,  
 Branch No. 1. John S. Schleich, c/o Essex Brewing Co.  
 Retail Clerks International Protective Association:  
 Union No. 515. Arthur R. St. Onge, 62 Merrimack St.  
 Union No. 691 (Grocery and Provision). Geo. W. York, 31 Washington St.  
 Shirt Waist and Laundry Workers Union No. 144. W. F. Fossett, Arlington Hotel.  
 Shoe Workers Protective Union:  
 Cutters Union No. 3. Michael Hart, 2 Gilman Pl.  
 Ladies Stitches Union No. 6. Mrs. Frank Battles, 2 Gilman Pl.  
 Machine Operators Union No. 1. L. P. Marlon, 2 Gilman Pl.  
 Turn Workmen's Union No. 2. Geo. McMurray, 2 Gilman Pl.  
 Team Drivers International Union of America: Union No. 327. Scott Strong, South St.  
 The Granite Cutters National Union of the United States of America: Haverhill Branch. Jas. McCormick,  
 8 Brooks St., Bradford.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 82. Geo. A. Frost, Box 401.

Central Labor Union. Geo. A. Keene, Sec. and Asst. Agt., 31 Washington St.  
 Boot and Shoe Workers Union. Wm. P. Gould, 31 Washington St.  
 Boot and Shoe Workers Council. Geo. F. Clough, 31 Washington St. Lewis M. Scates, Bus. Agt., 31  
 Washington St.  
 Shoe Workers Protective Union: Shoe Council. Bert White, 2 Gilman Pl. G. W. Johnson, Bus. Agt.

## HINGHAM.

United Brotherhood of Carpenters and Joiners of America: Union No. 424. H. B. Hardy.

## HOLBROOK.

Boot and Shoe Workers Union: Mixed Union No. 78. Ed. J. King, Box 213.

## HOLYOKE.

Amalgamated Sheet Metal Workers International Association: Union No. 155. Wm. Goodell, 24 Waldo St.  
 American Federation of Musicians: Union No. 144. Geo. Buehl, Newton and Cabot Sts.  
 Boot and Shoe Workers Union: Repairers Union No. 272. Wilfred Degaraphe, 678 High St.



## HOLYOKE — Concluded.

Bootblacks Protective Union No. 8528, A. F. of L. Geo. Crabbe, Suffolk St.  
 Bricklayers and Masons International Union of America:  
 Bricklayers and Plasterers Union No. 2. Jas. M. Kennedy, 265 Dwight St.  
 Stone Masons Union No. 8. Ernest Delisle, 20 Jackson St.  
 Brotherhood of Boiler Makers and Iron Ship Builders of America: Marchand Lodge No. 75. Fortuna Marchand, 756 Grotton St., Chicopee Falls.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 253. Thos. O'Neill, 31 East St. P. A. Griffin, Bus. Agt., Box 739.  
 Brotherhood of Railroad Trainmen: Paper City Lodge, No. 557. C. M. Goss, 40 Bond St.  
 Building Laborers International Protective Union of America: Union No. 9971. Daniel Moriarty, 161 Lyman St.  
 Cigar Makers International Union of America: Union No. 51. W. E. Nutley, 599 Summer St.  
 Coal Handlers Union. Roger Donahue, 32 Prospect St.  
 Core Makers International Union of America: Union No. 11. Jas. Fitzpatrick, 13 Willow St.  
 Freight Handlers Union, No. 9134, A. F. of L. Wm. H. Santy, 139 Main St.  
 Gas Workers Union. Wm. Bresnahan, 42 Front St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America: Bartenders Union No. 81. Thos. Gerraughty, 34 Suffolk St. F. G. Brown, 103 Bowers St.  
 International Association of Machinists: Paper City Lodge No. 410. W. Cuthbertson, 32 Washington Av.  
 International Brotherhood of Bookbinders of North America: Union No. 14. Benjamin F. Masterson, 23 Worcester Pl.  
 International Brotherhood of Paper Makers of America: Eagle Lodge No. 1. Thos. Mellor, Lock Box 672.  
 International Brotherhood of Stationary Firemen: Union No. 4. Fred P. Brown, 12 Wolcott St.  
 International Printing Pressmen and Assistants Union of North America: Union No. 33. Walter R. Wakefield, 76 East St.  
 International Typographical Union of North America: Union No. 253. August Lehman, 49 Sargeant St.  
 International Union of Carriage and Wagon Workers of North America: Union No. 34. M. J. Harrigan, 387 Elm St., Elmwood.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 128. Timothy Casey, 67 Newton St.  
 International Wood, Wire, and Metal Lathers Union: Union No. 31. J. Denault, 35 Park St.  
 Iron Molders Union of North America: Union No. 115. John Hannon, Nugent House.  
 Jack Woolen Spinners Union No. 207. J. H. Williams, 10 Springdale Av.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 96. H. Pigeon, 16 Cabot St.  
 Journeymen Barbers International Union of America: Union No. 153. Geo. N. Buskey, 823 High St.  
 Laborers Protective Union No. 1081. Philip Kane, 9 Plymouth Pl.  
 Lumber Workers Union. John Bowler, 80 Prospect St.  
 Machinists Union No. 144. F. Chicoline, 511 High St.  
 Meat Cutters and Butcher Workmen of North America. E. Pelsin, Dwight St.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Union No. 164. Wm. Butler.  
 National Alliance of Theatrical Stage Employes: Union No. 43. Wm. McLaughlin, 59 Bond St.  
 National Association of Steam and Hot Water Fitters and Helpers of America: Branch No. 20. Thos. Dugan, 450 Maple St.  
 National Spinners Association of America: Mule Spinners Union No. 1. Edward Ryan, 139 Sargeant St.  
 National Union of the United Brewery Workmen of the United States: Union No. 123. Daniel Kane, 23 Orleans St., Willmamssett.  
 Press Feeders Union. Walter Wakefield, 76 East St.  
 Retail Clerks International Protective Association:  
 Union No. 85. Frank E. Buckley, 280 Dwight St.  
 Union No. 566 (Drug). John Quigley, c/o Ball's Drug Co.  
 Team Drivers International Union of America:  
 Union No. 36. T. F. Hurley, 642 High St.  
 Union No. 426. Robert Denton, 434 High St.  
 Union No. 446. Robert Ingils, 20 Magnolia Av.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 176. A. F. Reece, 178 Pleasant St. Wm. Sparrow, Dwight St.  
 United Brotherhood of Carpenters and Joiners of America:  
 Union No. 390. Jos. R. Poullot, 1 Samoset St.  
 Union No. 656. M. J. Gleason, 125 Dwight St.  
 United Textile Workers of America:  
 Union No. 156. J. W. Cooney, 156 High St.  
 Union No. 181 (Thread Dressers). P. J. Cox, 741 High St.  
 Union No. 194 (Machine Fixers). Chas. J. Perry, 99 Race St.  
 Central Labor Union. Edward F. Dowd, 109 Sargeant St. Jas. M. Kennedy, Bus. Agt., 265 Dwight St.  
 Building Trades Council (Holyoke and Vicinity). T. Major, 18 Newton St. Albert Lamarsh, Bus. Agt. High St.  
 National Building Trades Council of America: District Organizer, E. N. Valcourt, 173 Elm St.

## HUDSON.

Boot and Shoe Workers Union: Mixed Union No. 308. M. S. Breatit, Box 395.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 400. Geo. E. Bryant, Box 125.

## HUNTINGTON.

International Brotherhood of Paper Makers of America: Mt. Tekoa Lodge No. 28. Arthur L. Crum, Box 96.  
 International Brotherhood of Stationary Firemen: Union No. 131, A. F. of L. Leslie Sawyer.

## HYDE PARK.

Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 43. Anthony McGrath, 11 Albemarle St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 665. Willard D. Estabrook, 18 Page St. R. H. Forsythe, 39 Neponset Av.  
 International Association of Machinists: Hyde Park Lodge No. 345. E. J. Vautinot, 57 Waldo St., E. Dedham.  
 Retail Clerks International Protective Association: Union No. 599.  
 Rubber Workers Union No. 174. Harry Nicholas, Wood Av. and River St.  
 Team Drivers International Union of America: Union No. 95. T. N. Stevens, 56 Myrtle St., Readville.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 802. E. G. Hall.

## IPSWICH.

Heel Workers Union. John Hammond.  
United Textile Workers of America: Mixed Union No. 52. Cora Carr, Box 121.

## LAWRENCE.

Amalgamated Association of Street Railway Employes of America: Union No. —. Jesse Hay, 301 Merrimac St.  
Amalgamated Wood Workers International Union of America: Union No. 191. Leelle Snow, 294 Broadway.  
Bricklayers and Masons International Union of America: Bricklayers and Masons Union No. 10. Michael O'Brien, 293 Hampshire St. R. E. Duckworth, Box 24.  
Brotherhood of Boiler Makers and Iron Ship Builders of America: Essex Lodge No. 240. John Crotty, Pres., 51 Water St.  
Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 44. I. W. York, 123 Haverhill St.  
Building Laborers International Protective Union of America: Union No. 7. Patrick J. O'Neill, 112 Myrtle St.  
Carriage and Wagon Workers International Union of North America: Union No. 19. J. R. Menzie, 444 Haverhill St.  
Cigar Makers International Union of America: Union No. 354. Alfred J. Burckel, 93 Essex St.  
Coal Handlers Union No. 9022. A. F. of L. John Casey, 133 Oxford St.  
Graute Cutters Union. John McCarty, Temp. Sec., 435 Haverhill St.  
Hotel and Restaurant Employes International Alliance and Bartenders International League of America: Bartenders Union No. 90. John F. Casey, 46 Amesbury St.  
Mixed Union No. 378. Otto Scholtz.  
International Alliance Theatrical Stage Employes: No. 36 (Lowell, Lawrence, and Haverhill), A. F. of L. Wm. A. Moran, Casto Theatre. Geo. H. Hart, Power Station, Lowell.  
International Association of Car Workers, No. 64. Samuel McKenzie, 147 Abbott St.  
International Association of Machinists: Lincoln Lodge No. 172. John T. Mannifield, 28½ Camden St., Methuen.  
International Brotherhood of Stationary Firemen: Union No. 18. Michael Mahoney, Pres., 6 Pelham St., Methuen.  
International Printing Pressmen and Assistants Union of North America: Union No. 89. Chas. F. Schueler, 47 Berkeley St.  
International Typographical Union of North America: Union No. 51. Jos. P. McCarthy, 393 Essex St.  
International Union of Journeymen Horseshoers: Union No. 64. C. M. Garnett, No. Andover Depot.  
Iron Molders Union of North America: Union No. 88. Geo. Hogan, 212 Chestnut St.  
Journeymen Bakers and Confectioners International Union of America: Union No. 168. J. Warren Hoyt, 171 Hampshire St.  
Journeymen Barbers International Union of America: Union No. —. Gustave Gerard, 38 Margin St.  
Journeymen Tailors Union of America: Union No. 244. W. J. Lynch, 148 Willow St.  
Lasters Protective Union. E. H. Hoswell, 43 Garfield St.  
Loom Fixers Union No. 18. John J. Brouder, 138 Arlington St.  
Mule Spinners Union. Wm. Payslow, Tenney St.  
National Association of Steam Engineers: Union No. 26. Louis V. Gingras, 5 Elizabeth St.  
National Union of the United Brewery Workmen of the United States: Bottlers and Drivers Union No. 119. Jas. H. Martin, 29 Woodland St.  
Union No. 125. Robert Petzold, rear 264 Jackson St.  
Operative Plasterers International Association of the United States and Canada: Union No. 102. Ed. Joyce, 13 Bunker Hill St.  
Retail Clerks International Protective Association: Union No. 232 (Grocery and Provision). Jos. Murphy, 27 Durham St. Thos. F. Griffin, 19 Trenton St.  
Soap Workers Union No. 9446, A. F. of L. J. J. Cavanaugh, 83 Concord St.  
Stablemen's Union. P. Holihan.  
Team Drivers International Union of America: Union No. 262. Geo. H. Manock, 7 Kingston St.  
United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 283 (Plumbers). Albert Hemer.  
United Brotherhood of Carpenters and Joiners of America: Union No. 111. J. La Belle, 451 Broadway. T. M. Kelley, 29 Willow St.  
United Brotherhood of Paper Makers: Union No. —. Cornelius F. Merrigan, 30 Springfield St.  
United Textile Workers of America: Weavers Union No. 80. Geo. W. Lattie, Box 12.  
Warp Dressers Union. D. O'Connor, 224 Oak St.  
Wood, Wire, and Metal Lathers International Union: Union No. 90. John Ford.  
Wool Sorters Association. Chas. Howarth, 813 High St.  
Wool Sorters Union. John O'Brien.

Central Labor Union. P. H. McNulty, Sec. and Bus. Agt., 19 Mechanic St.

## LEE.

International Brotherhood of Paper Makers of America: Lodge No. 78. John Kelly. Ed. Warden.  
Journeymen Stone Cutters Association of North America: J. E. Tarney, Lock Box 449.

## LENOX.

Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 16. Jas. McDermott, Box 81.  
Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 378. Jas. A. Flynn. Geo. Galliford, Bus. Agt.  
Federal Labor Union No. 9477. Lewis Gazon.  
United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 306. Jos. J. Johnson, Box 139.  
United Brotherhood of Carpenters and Joiners of America: Union No. 370. P. H. Cannavan, Box 27. A. J. Morrison, Box 210. W. H. Clark, Bus. Agt., Box 211.

## LEOMINSTER.

Comb Makers Union No. 10346, A. F. of L. Henry Perkins, Pres.  
International Team Drivers Union. Wm. Hare.  
International Union of Journeymen Horseshoers of the United States and Canada: Union No. 140 (Leominster and Fitchburg). P. Regan, 188 Main St.  
Piano and Organ Workers International Union: Union No. 33. Geo. U. Schnare, 44 Laurel St. W. Irving Jewett, 121 Seventh St.

## LEOMINSTER—Concluded.

Shirt Waist and Laundry Workers International Union: Union No. 12. W. B. Mansfield, 77 Main St.  
 Textile Workers Union No. 323. Ambrose Daly, 32 Daly St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 794. D. W. Shallies, 68 Church St.

## LOWELL.

Amalgamated Association of Street Railway Employes of America: Conductors and Motormen's Union. Geo. Smalley.  
 Amalgamated Leather Workers Union of America: Leather Workers Protective Union No. 3. Jas. S. Gilligan, 14 Kinsman St.  
 American Federation of Musicians: Union No. 83. J. P. Burleigh, 17 Dover St.  
 Bleachery Workers Union No. 9211, A. F. of L. Wm. Reid, 65 Andrews St.  
 Bricklayers and Masons International Union of America:  
 Union No. 7 (Stone Masons). John Somers, 257 School St. P. J. Gallagher, 398 Lawrence St.  
 Union No. 81 (Bricklayers). Alex. Ray, 69 W. Fourth St.  
 Union No. — (Plasterers). Jas. Coughlin, 217 Concord St.  
 Brotherhood of Boiler Makers and Iron Ship Builders of America: Spindle City Lodge No. 43. John J. Linane, 46 Blossom St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 39. C. A. Collins, 124 Dummer St. S. A. O'Brien, Bus. Agt., Middle and Palmer Sts.  
 Brotherhood of Railroad Trainmen: Spindle City Lodge No. 233. J. M. Ward, 635 Broadway.  
 Brotherhood of Railway Trackmen: Lodge No. 85. F. Barlow, 488 Fletcher St.  
 Brussels Weavers Union. Thos. M. Riley, 31 Prospect St.  
 Building Laborers International Protective Union of America: Union No. 1. Farrel Carney, 137 Fayette St.  
 Cigar Makers International Union of America: Union No. 255. Henry Boot, 9 Merrimack St.  
 Core Makers International Union of America: Union No. 12. F. B. Forsberg, 23 So. Walker St.  
 Electrical Workers Union No. 175. A. Anderson, 37 Elm St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America: Bartenders Union No. 85. W. J. Harrington, 27 Merrimack St.  
 Ingrain Carpet Weavers Association. Annie J. Collins, 39 Lyon St.  
 International Association of Machinists: Lodge No. 188. Thos. Foudy, 14 Winter St.  
 International Brotherhood of Bookbinders of North America: Union No. 104. Jas. A. Lawson, 15 Anderson St.  
 International Brotherhood of Electrical Workers: Union No. 46 (Insidemen). Geo. C. Smith, c/o Tucker & Parker, Middle St.  
 International Brotherhood of Stationary Firemen: Union No. —. John Barrett, 26 Third St.  
 International Printing Pressmen and Assistants Union of North America: Allied Printing Pressmen's Union No. 109. Andrew W. Mowatt, 178 Powell St.  
 International Typographical Union of North America: Union No. 310. P. McHugh, Box 1099.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 42. M. J. Haggerty, 171 Powell St.  
 Iron Molders Union of North America: Union No. 85. Geo. H. Keating, 133 Gorham St.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 169. Thos. I. Malley, 13 Willie St.  
 Journeymen Barbers International Union of America: Union No. 323. Maurice H. Novell, 504 Merrimack St.  
 Journeymen Tailors Union of America: Union No. 103. Arthur R. Keefe, 284 Fletcher St.  
 Knitters Union. Chas. P. Fregeau, 63 Ludlam St.  
 Long Chain Beavers Union No. 305. David Latham, 287 Appleton St.  
 Loom Fixers Association. L. T. Coté, 79 Austin St.  
 Mattress Makers Union. James M. Tracey, 262 Fayette St.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Metal Polishers Union No. 103. John Griffin, 23 Clair St.  
 Nappers Union. Martin Finn, 11 Marion St.  
 National Association of Letter Carriers: Branch No. 25. John J. Burns, 427 Lakeview Av.  
 National Association of Post-office Clerks: Lowell Branch. Henry J. Maguire, 59 Hastings St.  
 National Association of Stationary Engineers: Union No. —. Wm. H. Ramsdell, 10 Varney St.  
 National Union of the United Brewery Workmen of the United States:  
 Bottlers Union No. 190. Steve Pipin.  
 Union No. 117 (Brewery Drivers). Geo. A. Campbell, 73 Monmouth Av.  
 Union No. 14, Branch No. 1 (Insidemen). Gottfried Ischl, c/o Harvard Brewery.  
 Operative Plasterers International Association of the United States and Canada: Union No. 45. Jas. Coughlin, 217 Concord St.  
 Retail Clerks International Protective Association:  
 Union No. 8. L. B. Sykes, 136 Central St.  
 Union No. 373 (Grocery and Provision). Henry J. Johnson, 328 Suffolk St.  
 Sanitary Workers Union. Michael H. O'Brien, 187 Cumberland Road.  
 Steam and Gas Fitters and Helpers Union. Jas. J. Angello, 51 Pond St.  
 Team Drivers International Union of America: Union No. 72. Jas. Gallagher, 55 Mt. Grove St.  
 The Granite Cutters National Union of the United States of America: Lowell Branch. John O. Gumb, 28 Moore St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Plumbers Union No. 9. M. J. Donohoe, 571 Broadway.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 49. Jos. A. Pion, 309 W. Sixth St. John Carmichael, 27 Ellsworth St.  
 United Textile Workers of America:  
 Carders Union No. —. Arthur Simpson, 77 West Third St.  
 Cotton Weavers Union No. —. Della Brady, Anna McMullen.  
 Mule Spinners Union No. 6. Dolphis Giroux, Box 962.  
 Woollen Spinners Union. Florence F. Murphy, 394 Adams St.

Trades and Labor Council. A. R. Keefe, 284 Fletcher St.  
 Textile Council. Jas. McDonald, Carders Hall, 212 Merrimack St.  
 Allied Printing Trades Council. Andrew W. Mowatt.

## LYNN.

Amalgamated Association of Street Railway Employes of America: Division No. 238. Geo. A. Rose, 798 Sumner St. Fred E. Weed, 100 Neptune St.  
 Amalgamated Sheet Metal Workers International Association: Union No. 217. Andrew Horne, 70 Cottage St.  
 American Federation of Musicians: Musicians Protective Union No. 126. C. F. Etter, Box 402.  
 American Labor Union:  
 Grain Counter Workers National Union No. 261. Alfred C. Pyne, Swampscott.  
 Heel Workers Union No. 262. Robert E. Cass, 111 Green St.

## LYNN — Concluded.

Beamsters and Stakers Union. Michael J. Ahern, Pres., 388 Western Av.  
 Boot and Shoe Cutters Assembly No. 3662, K. of L. Sidney Smith, 9 Exchange St. E. Snow, Bus. Agt., 9 Exchange St.  
 Boot and Shoe Workers Union:  
 Goodyear Operators Union No. 289. Harlan P. Chesley, 74 Bay View Av.  
 Lasters Union No. 32. Harlan P. Chesley, 74 Bay View Av.  
 Lasting Machine Operators Union No. 260. Harlan P. Chesley, 74 Bay View Av.  
 Mixed Union No. 206. Harlan P. Chesley, 74 Bay View Av.  
 Bricklayers and Masons International Union of America:  
 Bricklayers and Masons Union No. 12. Harry Moran, 28 Alice St.  
 Stone Masons Union No. 35. Frank Cooper, Beach Bluff.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 111. F. H. Marston, 15 Franklin St.  
 Building Laborers International Protective Union of America: Union No. 2.  
 Cigar Makers International Union of America: Union No. 65. F. A. Carlson, 90 Summer St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America:  
 Bartenders Union No. 86. John Griffin, 68 Adams St.  
 Waiters and Cooks Union No. 329. Mabel Kiershaw, 30 High St.  
 International Association of Allied Metal Mechanics: Lodge No. 163. A. Sisson, 15 Cottage St. C. E. Ralph, 870 Western Av.  
 International Association of Machinists: Lodge No. 471. Jno. N. Olesen, 851 Western Av. Mark Flaherty, Bus. Agt., 120 Market St.  
 International Brotherhood of Electrical Workers: Union No. 235. Jas. N. Walt, 18 Kirkland St.  
 International Typographical Union of North America: Union No. 120. C. H. Reed, 99 Stetson Av., Swampscott.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 35. Leo O'Neil, 17 Chestnut Ct.  
 International Union of Steam Engineers: Union No. 52. H. B. Brown, 4 Sumner Pl.  
 Iron Molders Union of North America: Union No. 103 (Lynn and Salem). Robert J. McCartney, 20 Laurel St., Salem.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 182. John Dutton, 105 Ontario St.  
 Journeymen Barbers International Union No. 347. J. P. Main, 26 Market Sq.  
 Last Makers Union.  
 Longshoremen's Union No. 299. A. F. of L. Edward Smith, 34 Andrew St.  
 National Alliance of Theatrical Stage Employes of the United States and Canada: Union No. 73. M. W. Donehue, 121 Adams St.  
 Retail Clerks International Protective Association:  
 Union No. 131 (Grocery). Chas. H. Randall, Box 80.  
 Union No. 175 (Mixed). Fay Aldrich, Box 362.  
 Shirt Waist and Laundry Workers International Union: Union No. 62. Geo. E. Cole, 20 Albany St.  
 Shoe Die Workers.  
 Socialist Trade and Labor Alliance of the United States and Canada: Morocco Glaziers Union No. 269. Richard Malley, 6 Deer Park.  
 Team Drivers International Union of America: Union No. 42. W. B. Lynch, 72 Rockaway St.  
 The Granite Cutters National Union of the United States of America: Lynn Branch. Timothy Keane, 23 Lilly St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada:  
 Union No. 71 (Plumbers). J. B. Horgan, 75 Ocean St.  
 Union No. 277 (Steam Fitters and Steam Fitters' Helpers). C. E. Elliott, 399 Essex St. W. T. Perkins, 32 Friend St.  
 United Brotherhood of Carpenters and Joiners of America:  
 Union No. 688. W. H. E. Nichols, 16 Cedar St.  
 Union No. 1041. Myron L. Delano, 88 Pine St.  
 Wood, Wire, and Metal Lathers International Union: Union No. 99. Frank S. Staples, 69 Johnson St.  
 Central Labor Union. Martin V. Ruggles, 18½ Vine St.  
 Joint Shoe Council. Harlan P. Chesley, 74 Bay View Av.  
 State Branch of Retail Clerks International Protective Association. J. A. Anderson, 112 Washington St.

## MALDEN.

Amalgamated Leather Workers Union of America: Union No. 19. David Whyte, 4 Silk St., Chelsea.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 346. G. H. Doughty, 51 Harvard St.  
 Last Makers Union No. 9771. Chas. P. Wingarter, 41 Lebanon St.  
 Retail Clerks International Protective Association: Union No. 522. J. F. Connelly, 6 Franklin St.  
 Team Drivers International Union of America: Union No. 314. J. J. Lucy, 29 Avon St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 145. M. F. Coakley, 56 Granite St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 625. Fred L. Mercer, Box 70.  
 Central Labor Union. Angus Morrisson, 267 Charles St.

## MANCHESTER.

Painters Union No. 787. Wm. W. Walen, Box 371.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 924. H. A. Hall. Edwin McQuarrie, Box 260.

## MARBLEHEAD.

Boot and Shoe Workers Union: Mixed Union No. 306. Wm. A. Rodgers, 8 Linden St.  
 Lasters Protective Union No. 67. Lawrence E. Mullen, Pres., Gregory Block.  
 Shoe Workers Protective Union: Union No. 2. Walter E. Rice, 84 Front St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 982. R. H. Roach, 273 Washington St.

## MARLBOROUGH.

American Federation of Musicians: Marlborough Musicians Protective Association No. 246. Harry Brigham, Pres., Main St.  
 Boot and Shoe Workers Union: Mixed Union No. 59. W. H. Kelleher. B. P. Dorsey, Room 18, Burke Bldg.  
 Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 43. Wm. F. Hayes, 17 Huntington Av.

## MARLBOROUGH — Concluded.

Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 561. C. J. McGrath, 31 Highland St.  
 Cigar Makers International Union of America: Union No. 21. Wm. Switter, 165 E. Main St.  
 Die Workers Union No. 10525, A. F. of L. Jos. A. Mallman, 5 E. Lincoln St.  
 Hotel and Restaurant Employés International Alliance and Bartenders International League of America: Bartenders Union No. 92. M. J. Lynch, 26 Huntington Av.  
 International Typographical Union of North America: Union No. 281 (Marlborough, Hudson, and Maynard). C. W. Fayreau, Box 726, Hudson.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 181. Jos. C. Burnes, 6 Hildreth St.  
 Journeymen Barbers International Union.  
 Local Assembly No. 3221 (City Employés), K. of L. David M. Neeman, 63 State St.  
 Team Drivers International Union: Union No. 471. Geo. Callahan, 23 Brook St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 131. J. H. Mahoney, Windsor House.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 988. Geo. J. Andrews, 186 E. Main St. Ed. Powers, 90 Highland St.  
 Central Trades and Labor Council. Jos. A. Mallman, 5 E. Lincoln St.  
 Building Trades Council (Marlborough and Vicinity). Geo. W. Wallace, 25 Howland St.

## MAYNARD.

Assabet Loom Fixers Association. Joshua Edwards.

## MEDFORD.

Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 605. P. C. Murphy, 242 Fulton St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 777. C. M. Cudworth, 135 Grant Av.

## MELROSE.

United Brotherhood of Carpenters and Joiners of America: Union No. 760. C. Fletcher, 39 Boardman Av.

## METHUEN.

Warp Dressers Union. Ezra Knapton, 67 Myrtle St., Lawrence.

## MIDDLEBOROUGH.

Boot and Shoe Workers Union: Mixed Union No. 20. Geo. H. Bailey, 2 Clifford St.

## MILFORD.

Amalgamated Association of Street Railway Employés of America: Division No. 239. Arthur H. O'Keefe, E. Main St.  
 Boot and Shoe Workers Union: Mixed Union No. 40. Edson R. White, 119 So. Main St.  
 Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 38. Jonathan Plunkett, Lincoln House.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 216. Chas. Albee.  
 Cigar Makers International Union of America: Union No. 160. G. Littlewood, Box 163.  
 Core Makers Union. M. J. Hughes.  
 Derrick Men's Union No. 9499, A. F. of L. Augustino Espanet, 50 Mt. Pleasant St.  
 Hotel and Restaurant Employés International Alliance and Bartenders International League of America: Bartenders Union No. 96. Thos. J. O'Brien, 315 Main St.  
 International Association of Machinists: Lodge No. 48. Walter F. Mason, 51 E. Main St.  
 Iron Molders Union of North America: Union No. 234. J. J. O'Hearn, Box 118.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 170 (Milford and Vicinity). Geo. C. Cadman, 176 So. Main St.  
 Machinists Union. M. J. Hughes.  
 Metal Workers Union. M. J. Hughes.  
 Quarrymen's Protective Union No. 8312, A. F. of L. J. J. Connors, 122 E. Main St.  
 Retail Clerks International Protective Association: Union No. 407. Wm. F. Clancy, 7 E. Main St.  
 Steam Engineers Union No. 73. M. S. McMahon, 136 E. Main St.  
 Team Drivers International Union of America: Union No. 168. Frank Barrows, Central St.  
 The Granite Cutters National Union of the United States of America: Milford Branch. J. L. King, 33 Pleasant St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 231. W. K. Coombs, 5 Claflin St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 867. Wm. C. Waters, 27 Pond St.  
 Central Labor Union: Wm. F. Clancy, 7 E. Main St.

## MONSON.

The Granite Cutters National Union of the United States of America: Monson Branch. David Broadfoot, Box 442.

## MONTAGUE.

International Brotherhood of Paper Makers: Montague Lodge No. 18 (Turners Falls). John P. LaPoint, Box 406. John F. Shea.  
 International Brotherhood of Stationary Firemen: Union No. 83, A. F. of L. Daniel Shanahan, Turners Falls.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Molders and Platers Union No. 174 (Turners Falls). John J. Shanahan, Box 179.

## NATICK.

Boot and Shoe Workers Union: Mixed Union No. 244. Jas. Connell, Summer St. John D. Murray, 20 Plain St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 847. Geo. W. Kimball, 1 Fashett Av.  
 United Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 742. L. E. Hanson.

Central Labor Union (Natick and South Framlingham). W. H. Healey, 38 Morse St.

## NEEDHAM.

United Brotherhood of Carpenters and Joiners of America: Union No. 693. Elias W. Adams.

## NEW BEDFORD.

Amalgamated Sheet Metal Workers International Association: Tinsmiths Union. Edgar H. Crockett, 2 Milton St.  
 American Flint Glass Workers Union: New Bedford Branch. John Sylvia, 13 Rivet St.  
 Boot and Shoe Workers Union:  
 Lasters Union No. 27. Jas. W. McKay, 108 Middle St.  
 Mixed Union No. 238. Geo. H. McCulloch, 72 Mt. Pleasant St. John S. Silva, 103 Chestnut St.  
 Stitchers and Cutters Union No. 243. Geo. E. Clapp.  
 Bricklayers and Masons International Union of America:  
 Union No. 39 (Bricklayers and Plasterers). Albert B. Cook, Devoll St.  
 Union No. 50 (Stone Masons). John Sheehan, 98 Merrimac St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 691. Thos. P. Ames, 17 Fourth St. Michael Culhane, 111 Beetle St.  
 Building Laborers Union No. 29. Michael Norton, 36 Marshall St.  
 Carders and Pickers Association. John Waldron, 36 Mosher St.  
 Federal Labor Union: Millwrights Union No. 9924. Chas. J. Foster, 180 So. Second St.  
 Hoisting and Portable Engineers. M. F. Ryan, 106 Merrimac St. Henry P. Mason, 496 Acushnet Av.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America:  
 Bartenders Union No. 100. Michael J. Murray, 277 Park St.  
 International Seamen's Union of America: Atlantic Coast Seamen's Union, New Bedford Branch. John Martin, 9 So. Water St.  
 International Typographical Union of North America: Union No. 276. Hugh H. Lewis, 282 Acushnet Av.  
 Iron Molders Union of North America: Union No. 363. John H. Peters, 179 Washington St.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 95. Henry Putz, 18 William St.  
 Journeymen Barbers International Union of America: Union No. 447. Arthur J. Cadieux, 104 Acushnet Av.  
 Life Insurance Agents Union.  
 Loom Fixers Union No. 2. John Hobin, 367 Pleasant St.  
 National Union of the United Brewery Workmen of the United States: Union No. 197. Daniel Mahoney, 253 Cedar Grove St.  
 Quarrymen's Union. Geo. Riley, Pres., State St.  
 Retail Clerks Union. Matthew Hart, 112 William St.  
 Sewing Machine Agents Union. Jas. Eddas, 235 Purchase St.  
 Slasher Tenders Union. Jas. Kidd, 222 No. Front St. Thos. Poirier, 64 Bullard St.  
 Steam Engineers Union. M. F. Ryan, 106 Merrimac St.  
 Tack Makers Union No. 8557. A. F. of L. A. E. Lincoln, 101 Washington St., Fairhaven.  
 Team Drivers International Union: Union No. 388. A. F. of L. Maynard B. Gifford, 226 Mill St.  
 The Granite Cutters National Union of the United States of America: New Bedford Branch. Chas. A. Bruce, 93 Sixth St. Geo. A. Markey, 160 Ashland St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 53. Jas. F. Collins, 8 Tilton St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 1021. Geo. F. Curry, 19 Columbia St.  
 United Textile Workers of America: Cotton Mule Spinners Association: Union No. 2. Samuel Ross, 17 Willow St.  
 Weavers Protective Association. Matthew J. Hart, 112 William St.

Central Labor Union. Matthew J. Hart, 112 William St.  
 Textile Council. Samuel Ross, 17 Willow St.

## NEWBURYPORT.

Bricklayers and Masons International Union of America: Brick Masons and Plasterers Union No. 41. F. W. Marshall, 55 Ashland St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 799. David C. Dickle, 1 Fourth St. Walter H. Packer, 26 Franklin St.  
 Hotel and Restaurant Employes International Alliance and Bartenders International League of America:  
 Bartenders Union No. 91. John A. Kilborn, 16½ Fair St.  
 International Longshoremen's Association:  
 Union No. 189 (Coal Handlers). Eugene Lynch, 87½ Water St.  
 Union No. 385. Bryant Sweeney, Pres., 26 Winter St.  
 International Typographical Union of North America: Union No. 423. Chas. P. Sargent, 12 Collins St.  
 Retail Clerks International Protective Association: Union No. 556. Neil Sullivan, 30 Franklin St. Wm. Burns, 8 Hales Ct.  
 Silver Workers Union No. 10339. B. W. Moore, 319 Merrimac St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 889. Horace Marshall, 2 Spring St.

Central Labor Union. Chas. P. Sargent, 12 Collins St.

## NEWTON.

Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 82. L. J. Akins, 10 Winthrop Av. John Drennan, 116 Adams St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 362. Frank E. Liddell, 24 Parker Av., Newton Centre. Lenox B. Smith, 11 Chilton Pl., Newton Upper Falls.  
 Building Laborers International Protective Union of America: Union No. 27. Thos. Hawley, 66 Green St. Laborers Union.  
 United Brotherhood of Carpenters and Joiners of America:  
 Union No. 275. Henry Thode, 757 Washington St. P. J. Powers, Jr., 89 Paul St., Newton Centre.  
 Union No. 680. F. C. Bolsner, 1241 Centre St., Newton Centre.  
 Union No. 708. Jas. Christie, 1077 Washington St. R. C. Ross, 84 Bowers St., Newtonville.

Carpenters District Council (Newton, Waltham, and Watertown). R. C. Ross, Bus. Agt., 84 Bowers St., Newtonville.

## NORTH ADAMS.

American Federation of Musicians: Union No. 96. Peter Fogg, 64 Marshall St.  
 Amalgamated Sheet Metal Workers International Association: Union No. 133. G. Glover, 21 Church St.  
 Back Tenders Union No. 8648. Jas. McPherson, 12 Hospital Av.

## NORTH ADAMS—Concluded.

## Boot and Shoe Workers Union:

- Cutters Union No. 163. John Grant, 6 Brooklyn Ter.  
 Sole Fasteners Union No. 201. D. A. Cummings, 18 Luther St.  
 Treers Union No. 212. T. M. Northrup, 155 Pleasant St.  
 Stitches Union No. 235. Nora Shea, 239 Ashland St.  
 Mixed Union No. 236. T. M. Northrup, 155 Pleasant St.  
 Stock Fitters Union No. 297. Edward Daniels, 10 Elm St.  
 Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 18. Leslie Woodman, 57 Davenport St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 2. Chas. R. Farnum, 1 Millard Av.  
 Building Laborers International Protective Union of America: Union No. 24. Fred Thrasher, Eagle St.  
 Cigar Makers International Union of America: Union No. 206. H. P. Huffnagle, 49 Eagle St.  
 Hotel and Restaurant Employees National Alliance and Bartenders International League of America: Bartenders Union No. 125. Michael Kavanaugh, 28 Center St.  
 International Association of Machinists: Tunnel City Lodge No. 107. H. F. Hopkins, Box 91, Blackinton.  
 International Brotherhood of Electrical Workers: Union No. —. Robt. R. Costine, 93 Franklin St.  
 International Typographical Union of North America: Union No. 316. E. P. Faulkner, 18 Veazie St.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 91. W. Ford, Marshall St.  
 International Union of Steam Engineers: Union No. 33. Geo. H. Denning, 36 Chase Av.  
 Iron Molders Union of North America: Union No. 300. John A. Reagan, 18 Jackson St.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 203. Wm. Goergen, 13 Orchard Ter.  
 Journeymen Barbers International Union: Union No. 126. Daniel F. Curley, 16 State St.  
 Journeymen Tailors Union No. 353. Frank R. Evans, 46 State St.  
 Lasters Protective Union. Henry Oliver, 90 E. Brooklyn St.  
 National Alliance of Theatrical Stage Employees of the United States and Canada: Union No. 83. H. C. Alexander, 18 Wesleyan St.  
 Retail Clerks International Protective Association: Union No. 310. Geo. Campbell, 21 Blackinton St.  
 Union No. 577 (Drug). P. Jos. Malone, 17 Eagle St.  
 Stationary Firemen's Union No. 97. Herbert J. Brooks, Dean St.  
 Team Drivers International Union of America: Union No. 118. W. R. Kezer, E. Main St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 159. P. J. Scully, 120 Cliff St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 183. J. J. Agan, 343 River St.  
 United Textile Workers of America: Loom Fixers Union No. 296. Henry Hodecker, 29 Jackson St.  
 Weavers Union No. 124. John Curry, 4 Rand St.  
 Central Labor Union. H. P. Huffnagle, 49 Eagle St.  
 Building Trades Council. Chas. R. Farnum, 1 Millard Av.  
 Joint Shoe Council. Chas. J. Hagar.

## NORTHAMPTON.

- Brass Molders Union No. 67. John J. Lenihan, Haydenville.  
 Bricklayers and Masons International Union of America: Bricklayers and Masons Union No. 4. C. B. Macomber, 26 No. Elm St.  
 Stone Masons Union No. 47. John Ryan, 33 Aldrich St. John Clarke, 23 Orchard St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 256. W. G. Nicholl, 137 Crescent St.  
 Brotherhood of Railroad Trainmen: Meadow City Lodge No. 448. J. L. Shaw, 21 Church St.  
 Building Laborers International Protective Union of America: Union No. 23. Patrick Nagle, 104 Nonotuck St., Florence.  
 Cigar Makers International Union of America: Union No. 396. Philip Benjamin, Lock Box 238.  
 Hotel and Restaurant Employees International Alliance and Bartenders International League of America: Bartenders Union No. 113. E. W. Blanchfield, 137 Prospect St.  
 International Association of Allied Metal Mechanics: Union No. 118. C. Langdon, Florence.  
 International Association of Machinists: Machinists Lodge No. 448. Chas. S. Clark, 81 High St., Florence.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 144. Oswald L. Dragon, 23 Myrtle St.  
 Iron Molders Union of North America: Union No. 235 (Florence). Donald Leith, Box 279.  
 Journeymen Barbers International Union: Union No. 34. H. A. Despaulet, Main St.  
 Journeymen Tailors Union of America: Union No. 168. T. Olander, 40 Grant Av.  
 Knife Forgers Union No. 165. Frederick Martin, 27 Union St., Bay State.  
 Laborers Protective Union No. 8908, A. F. of L. John McCool, 24 Western Av.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Molders Union No. 139. Henry Kelly, 29 Hatfield St.  
 Platers, Buffers, and Polishers Union No. 155. I. Swoboda, Federal St.  
 Pulp Mill Workers Union No. 9189, A. F. of L. E. W. Brothers, 12 Day Av.  
 Retail Clerks International Protective Association: Union No. 452. J. N. Dragon, 158 Main St.  
 Table Knife Grinders Union No. 6. Wm. Eyre, 105 Main St., Bay State.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 64. W. A. Burrows, 18 Crafts Av.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 351. J. E. Chabot, 12 Union St.  
 John T. O'Connor, Bus. Agt., 82 King St.  
 United Textile Workers of America: Union No. 188. Jas. J. Dunn, 28 Holyoke St.  
 Dyers Union. R. Lattinville, Brewster Ct.

Central Labor Union. John McCool, 24 Western Av.

## NORTH BROOKFIELD.

United Garment Workers of America: Union No. 124. Mrs. Mabel A. Griffin.

## NORWOOD.

- Brotherhood of Boiler Makers and Iron Ship Builders of America: Norwood Lodge No. 281. Peter Daley, 51 Day St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 338 (Car and Locomotive Painters). John J. Douglas, 269 Silver St., So. Boston.  
 International Association of Machinists: Norwood Lodge No. 391. Wm. King, Railroad Av. Wm. Coffin, E. Walpole.

## NORWOOD—Concluded.

International Printing Pressmen and Assistants Union of North America: Union No. 35. F. J. Duncan, 5 School St.  
 International Typographical Union of North America: Union No. 228. Roland S. Warde, 115 Vernon St.  
 Leather Workers Union.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 366. F. M. Prescott, 98 Hill St. J. W. Folkins.

## ORANGE.

Iron Molders Union No. 390. Wm. H. Geddes, 18 Howe St. M. C. Barry, 205 South St., Athol.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Polishers Union No. 84. M. H. Hartney, 98 Mechanic St.  
 Needle Straighteners Union. T. L. Finn, Brooklyn House.

## PITTSFIELD.

Amalgamated Meat Cutters and Butcher Workmen of North America: Union No. 221. E. J. Wise, 135 Circular Av.  
 American Federation of Musicians: Musicians Protective Union No. 109. R. E. Beaudoin, Box 1132.  
 Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 20. Frank D. Burke, Box 1330.  
 Brotherhood of Carpenters and Joiners of America: Union No. 370. Alex. J. Morrison, Lenox.  
 Union No. 444. Chas. Hyde, 16 Booth's Pl.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 94. August Farley, 73 Melville St.  
 Brotherhood of Railroad Trainmen: W. H. Stevenson Lodge No. 336. J. D. Lee, 79 Third St.  
 Building Laborers International Protective Union of America: Union No. 21. Wm. Gough, 15 Root Pl.  
 Hotel and Restaurant Employés International Alliance and Bartenders International League of America: Bartenders Union No. 114. Patrick W. Conroy, 275 Dewey Av.  
 Ice Handlers Union No. 9333, A. F. of L. Egbert Smith, 16 Whipple St.  
 International Association of Allied Metal Mechanics: Pittsfield Lodge No. 148. Wm. C. Flanagan, 23 Lincoln St.  
 International Association of Machinists: Berkshire Lodge No. 435. Jas. D. Wheeler, 220 First St.  
 International Brotherhood of Electrical Workers: Union No. 167. Wm. S. DeForest, 8 Cherry St.  
 International Typographical Union of North America: Union No. 109. Fred E. Jones, 394 Fenn St.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 168. John Williams, 172 Dewey Av.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 234. Jos. Coy, Madison Av.  
 Journeymen Barbers International Union No. 127. D. H. Anderson, Y. M. C. A. Bldg., North St.  
 Metal Workers Union. Wm. C. Flanagan, 23 Lincoln St. Thos. Dougherty, 321 South St.  
 National Union of the United Brewery Workmen of the United States: Union No. 141. Frank C. Lubold, 110 Onota St.  
 Pattern Makers League of North America: Pattern Makers Association of Pittsfield. Clinton B. Burke, 246 North St., Room 10.  
 Retail Clerks International Protective Association of America: Union No. 325. S. B. Rothkopf, c/o England Bros.  
 Shirt Waist and Laundry Workers International Union No. 149. Mrs. Mary Plew, Fenn St.  
 Team Drivers International Union of America: Coal Teamsters and Carriers Union No. 156. F. S. Dwyer, 288 Bradford St.  
 Union No. 368. C. A. Bradley. Wm. P. Cushman, 13 Southern Av.  
 Hack Drivers and Hostlers Union No. 458. Wm. Kirtland, 110 Circular Av.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 297. Frank Shaw, 134 Bradford St.  
 Weavers Union.

Central Labor Union. Frank D. Burke, Box 1330.

## PLYMOUTH.

Bricklayers and Masons International Union of America: Bricklayers, Masons, and Plasterers Union No. 46. Wm. E. Wall, 11 Hall Pl.

## QUINCY.

Amalgamated Association of Street Railway Employés of America: Division No. 253. J. J. McClusky, Hancock St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 633. Frank W. Bailie, 50 Gay St.  
 Building Laborers International Protective Union of America: Union No. 26. Jas. McFadden, 6 Taber St.  
 International Association of Machinists: Lodge No. 108. Geo. B. Loring, Box 97, Weymouth.  
 International Union of Steam Engineers: Union No. 79. August V. Johnson, 14 Pleasant St. Geo. H. Smith, 36 Copeland St.  
 Iron Ship Drillers and Tappers Union No. 10317, A. F. of L. Alex. J. Souden, 317 Water St.  
 Journeymen Barbers International Union of America: Union No. 390. Jas. F. Edwards, 26 Cross St., W. Quincy.  
 Quarry Workers Union No. 9551, A. F. of L. John Bowton, Jr., 7 Dunn's Hill.  
 Retail Clerks International Protective Association: Union No. 224 (Grocery). A. J. Rogers, 30 Cross St., W. Quincy.  
 Team Drivers International Union of America: Union No. 305. Jos. A. Barry, 58 Crescent St. Lewis Dunham, 98 Franklin St.  
 Union No. 333. F. Downey, Brackett St.  
 The Granite Cutters National Union of the United States of America: Branch No. 1 (Tool Sharpeners). F. W. Jones, 29 Granite St.  
 Quincy Branch. Geo. W. Imlay, 126 Liberty St. Wm. Oswald, 273 Water St.  
 West Quincy Branch. Patrick Kelcher, 2 Grove St., W. Quincy.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 275. T. J. Connor, 3 Franklin Pl.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 424. Fred A. Cathell, Box 135, Hingham Centre.  
 Union No. 762. A. G. Heldman, Garfield St., Quincy.  
 Union No. 848. John A. Ryan, East Braintree.  
 Wood, Wire, and Metal Lathers International Union: Union No. 96. Alexander A. McDonald, 22 Quincy St.

Central Labor Union. Geo. W. Imlay, 126 Liberty St.



RANDOLPH.

Boot and Shoe Workers Union : Mixed Union No. 122. M. A. Burrill, Box 238.

REVERE.

International Brick, Tile, and Terra Cotta Workers: Union No. 100, A. F. of L. Anthony McEachern, 10 True St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 846. John Hammond, 58 Irving St. Lawrence Brown, Bus. Agt., Payson St.

ROCKLAND.

Boot and Shoe Workers Union : Mixed Union. Geo. A. Orcutt, Box 303, No. Abington.  
 Journeymen Barbers International Union of America: Union No. 408. A. Merton Lowe.  
 Retail Clerks International Protective Association: Union No. 711. Abraham Lelyveld.

ROYALSTON.

Woollen Spinners Union.

SALEM.

Boot and Shoe Workers Union :  
 Mixed Union No. 174, A. F. of L. Geo. E. Wadleigh, 7 Oakland St.  
 Cutters Union No. 316, A. F. of L. Geo. E. Wadleigh, 7 Oakland St. John J. Leonard, 34 Hathorne St.  
 Bricklayers and Masons International Union of America:  
 Union No. 25 (Brick Masons and Plasterers). Wm. Pawley, 27 Pickman St.  
 Union No. 48 (Stone Masons). Wm. Thomas, 9 River St., Beverly. Ed. Cody, 9 Tremont St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 247, A. F. of L. Harry L. Dow, 109 Essex St.  
 Brotherhood of Stationary Firemen: Union No. 100, A. F. of L. V. D. Cooper, 184½ Central St.  
 Brotherhood of Steam Engineers: Union No. 87, A. F. of L. Chas. Collins, English St.  
 International Association of Machinists: North Shore Lodge No. 468, A. F. of L. E. M. Heath, 3 Carlisle Pl.  
 International Brotherhood of Electrical Workers: Union No. 259. Frederick A. Coker, 41 March St.  
 International Association of Car Workers: Lodge No. 34, A. F. of L. D. J. Fitzgerald, 9 Burnside St.  
 Judson R. Berry, 124½ Williams St.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 156, A. F. of L. J. H. Driscoll, 6 Olive St.  
 Journeymen Barbers Union No. 385, A. F. of L. Albert Phelps, 1484½ North St. Silas N. Lapham, 120 Washington St.  
 Retail Clerks International Protective Association: Union No. 564, A. F. of L. M. J. Rafter, 91 Mason St.  
 Team Drivers International Union of America: Union No. 234. Bert J. Scanlon, 6 Herbert St. Frank Hosman, 64 Lafayette St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 138. Albert F. Teague, Walnut Av., Beverly.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 888. D. A. Schautz, 3 Central St. L. W. Dakin, 26 Symonds St.  
 United Textile Workers of America: Loom Fixers Union No. 30. Jas. Tyrrell, 63 Harbor St.  
 Central Labor Union. J. F. Higgins, 21 Andrew St.  
 Boot and Shoe Workers: District Joint Council. Geo. E. Wadleigh, Bus. Agt., 7 Oakland St.

SAUGUS.

United Brotherhood of Carpenters and Joiners of America: Union No. 1197. R. Colson, Chittendale.

SCITUATE.

United Brotherhood of Carpenters and Joiners of America: Union No. 1167. W. E. Supple.

SOMERVILLE.

International Association of Tube Workers of America: Lodge No. 5. Jas. J. Murphy, 10 Sherman St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 629. Chas. W. Erb, 32 Quincy St., F. X. P. Queasy, Bus. Agt., 33 Trull St.

SOUTHBIDGE.

Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 410. Thos. W. Massey.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 861. L. E. Jacques.

SPENCER.

Boot and Shoe Workers Union : Mixed Union No. 161. Peter Peltier, Pearl St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 419. John C. Hiney, Box 303.  
 Yeast Makers Union No. 9686, A. F. of L. Emery F. Sibley.

SPRINGFIELD.

Amalgamated Meat Cutters and Butcher Workmen of North America: Union No. 129. F. J. Morrissey, 23 Spruce St., Chicopee. J. B. Shea, Fin. Sec. and District Organizer of Springfield and Vicinity.  
 Amalgamated Sheet Metal Workers International Association: Union No. 27. Samuel House, 64 Margaret St.  
 Amalgamated Society of Carpenters and Joiners: Springfield Branch No. 745. D. Tindal, 113 Lebanon St.  
 Amalgamated Wood Workers International Union of America:  
 Union No. 10. Jos. Thelon, 94 Eastern Av.  
 Box Makers Union No. 207. Wright A. Tinkham, 198 Worthington St.  
 American Federation of Musicians: Hampden County Musicians Protective Union No. 171. F. L. Seaver, 428 Main St.  
 Blacksmiths Union No. 242. Patrick J. McMahon, 120 Congress St.  
 Bootblacks Protective Union No. 9292, A. F. of L. Tony Danton, 405 Main St.

## SPRINGFIELD—Concluded.

- Bricklayers and Masons International Union of America: Union No. 218 (Bricklayers and Plasterers). Daniel W. Hagerty, 122 Franklin St.
- Brotherhood of Boiler Makers and Iron Ship Builders of America: Home City Lodge No. 218. John Hennessey, 49 Central St.
- Brotherhood of Locomotive Engineers: Division No. 63. W. R. Gillet, 44 Patton St.
- Brotherhood of Locomotive Firemen: Hampden Lodge No. 307. F. A. Hathaway, Box 14, West Springfield.
- Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 257. D. F. Austin, 45 Hayden Av.
- Brotherhood of Railroad Trainmen: City of Homes Lodge No. 622. S. C. Bogart, 67 Arch St.
- Building Laborers International Protective Union of America: Union No. 3. Patrick J. Linnehan, 72 Williams St.
- Carriage and Wagon Workers International Union of North America: Union No. 60. A. H. Newman, 24 Beese Pl.
- Cigar Makers International Union of America: Union No. 49. Henry Healy, 75 Charles St.
- Coal Handlers Union No. 7425, A. F. of L. John Hurley, 153 Union St. F. R. Streeter, 37 Phoenix Av.
- Dance Prompters Union No. 168. Geo. V. Lovely, 322 Main St.
- Drop Forgers and Hammermen's Union No. 59. Geo. T. Smith, 159 State St.
- Gas Workers Union No. 3589, A. F. of L. Jos. Butcher, 109 Orchard St.
- Grain Handlers Union No. 7445, A. F. of L. M. J. McHugh, 48 Greenwood St. John Kennedy.
- Hotel and Restaurant Employes International Alliance and Bartenders International League of America: Bartenders Union No. 67. Daniel P. Cavanagh, 10 Lombard St.
- Hotel and Restaurant Employes International Alliance: Cooks Union No. 98. Geo. H. Graves, 27 Dorchester St.
- International Association of Allied Metal Mechanics: Union No. 80. Geo. R. Goring, 356 Belmont Av.
- International Association of Machinists: Bay State Lodge No. 389. Richard F. Barry, 53 Osagood St.
- International Brotherhood of Bookbinders of North America: Union No. 74. F. Kattler, 14 Princeton St.
- International Brotherhood of Electrical Workers: Union No. 7 (Mixed). R. J. Binford, 269 Maple St., Holyoke.
- International Brotherhood of Stationary Firemen: Union No. 22. J. D. Gibson, Mittineague.
- International Printing Pressmen and Assistants Union No. 85. Wm. R. Tobin, Box 1263.
- International Stereotypers and Electrotypers Union: Union No. 44. E. J. Cook, 53 Palmer Av.
- International Typographical Union of North America: Union No. 218. Jas. S. Hanna, Box 1187.
- International Union of Journeymen Horseshoers of the United States and Canada: Union No. 16. D. J. Nolan, 109 Congress St.
- International Union of Steam Engineers: Union No. 98. John A. Hart, 37 Hancock St.
- Iron Molders Union of North America: Union No. 167. Jos. Daley, 30 Douglas St. Per. Persson, 173 Plainfield St.
- Journeymen Bakers and Confectioners International Union of America: Union No. 143. F. A. Nelson, 590 Main St.
- Journeymen Barbers International Union: Union No. 80. P. F. Cronin, 481 Main St.
- Journeymen Stone Cutters Association of North America. Morris Kelley, 391 Armory St.
- Journeymen Tailors Union of America: Union No. 26. P. B. McCabe, Box 1549.
- Laborers Protective Union: Union No. 8210. Patrick Slattery, 83 Gardner St.
- Lithographers International Protective and Beneficial Association of the United States and Canada: Union No. 21. F. E. Jackson, 208 Hancock St.
- Metal Polishers, Buffers, Platers, Brass Molders and Brass Workers International Union of North America: Polishers Union No. 30. G. A. Sederlund, 15 Central St. M. J. Clancy, 590 Main St.
- National Alliance of Theatrical Stage Employes of the United States and Canada: Union No. 53. J. L. Dickenson, 23 Douglas St.
- National Association of Steam and Hot Water Fitters and Helpers of America: Branch 21. J. J. Gubbins, 19 Brookline Av. R. C. Spencer, Box 1158.
- National Union of the United Brewery Workmen of the United States: Union No. 99. Paul H. Rappold, 25 Wight Av.
- Bottlers and Drivers Union No. 143 (Springfield and Vicinity). K. Rubenstein, 14 Worthington St. Patrick Lynch, 75 Wilcox St.
- Needle Workers Union No. 7001. J. J. Sullivan, 61 Franklin St.
- Quarrymen's Union No. 9606, A. F. of L. F. A. Knudson, E. Longmeadow.
- Retail Clerks International Protective Association: Union No. 256 (Clothing). Lyman B. Stannard, 277 Main St.
- Union No. 297 (Grocery). D. F. Grady, 167 Main St.
- Union No. 352 (Drug). H. H. Cook, 270 Main St.
- Shirt Waist and Laundry Workers International Union No. 117. Theresa A. Broderick, 138 Bond St.
- Team Drivers International Union of America: Hack Drivers Union No. 66. W. H. Fleming, 105 Everett St.
- The Upholsterers International Union of North America: Union No. 50. W. A. J. Schemelzinger, 84 Walnut St.
- Tobacco Strippers Union No. 9608, A. F. of L. Mary E. Collins, 41 Vine St.
- United Association Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada: Union No. 89. T. G. Sullivan, 553 Main St.
- United Brotherhood of Carpenters and Joiners of America: Union No. 96 (French). Nelson E. Maurice, 27 Hubbard Av.
- Union No. 177. W. W. R. Miner, 31 Middlesex St.
- Union No. 1106 (Mill). J. F. Moran, 9 Bell Av., Merrick.
- United Metal Workers International Union of America: Structural Iron Workers Union No. 18. Thos. Dowd, 84 Butler St.
- Union No. 18. A. G. Partridge, 192 Eastern Av. John Woelfel, 213 Summer St.
- Vegetable Ivory Button Makers Union No. 7546, A. F. of L. Wm. Reid, 29 Hubbard Av.
- Waste Handlers Union No. 8964, A. F. of L. J. J. Maloney, 71 Bond St.
- Wood, Wire, and Metal Lathers Union: Union No. 25 (Holyoke, Springfield, and Northampton). John McNeil, 60 Howard St.
- Central Labor Union. Geo. E. Vincens, Box 406.
- Building Trades Council. W. H. Grady, Bus. Agt., 47 Essex St.
- Carpenters District Council. A. G. Hurd, 11 Wilbraham Av. Geo. W. Bruce, Bus. Agt., 30 Quinley St.

## STOUGHTON.

- Boot and Shoe Workers Union: Mixed Union No. 259. Geo. F. Clark, Box 1066.
- United Brotherhood of Carpenters and Joiners of America: Union No. 1063. Patrick Dillon. F. O. Fowler, Box 1068.
- United Garment Workers of America: Union No. 178. Thos. P. Donohue.

## SWAMPSCOTT.

- Retail Clerks International Protective Association: Union No. 247 (Grocery). Chas. W. Morrill, Burrill St.

## TAUNTON.

Amalgamated Association of Street Railway Employees of America: Division No. 243. P. James Smith, 10 Orchard St.  
 American Federation of Musicians: Musicians Protective Union No. 231. Louis C. Orchard, 60 High St.  
 Boot and Shoe Workers Union: Shoe Repairers Union No. 296. Jas. Hay, 81 Broadway.  
 Bricklayers and Masons International Union of America: Union No. 13 (Bricklayers, Masons, and Plasterers). Nelson E. Allen, 60 Floral St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 574. Thos. F. Fitzgerald, 8 South St.  
 Brotherhood of Railroad Trainmen: Old Colony Lodge No. 70. J. E. Morrissey, 89 Oak St.  
 Building Laborers International Protective Union No. 28. Jos. Chalsty, 12 Franklin St.  
 Cigar Makers International Union of America: Union No. 326. Daniel J. Kervick, 31 Kilton St. C. P. Driscoll, 18 Union St.  
 Federal Union News Boys and Bootblacks.  
 Hotel and Restaurant Employees International Alliance and Bartenders International League of America: Bartenders Union No. 84. John Mansfield, 32 Weir St.  
 International Association of Machinists: Lodge No. 489. Thos. P. Moran, 138 Oak St.  
 International Brotherhood of Stationary Firemen: Union No. 102. H. Smith, 12 Bryant St.  
 International Mule Spinners Association: Taunton Branch. Bernard Mulholland, 54 Ingell St.  
 International Typographical Union of North America: Union No. 319. Chas. G. Kidder, 14 Main St.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 129. Richard J. Dunlea, 8 Clark's Av. F. J. McHugh, 148 Broadway.  
 Iron Molders Union of North America: Union No. 39. J. E. Stevens, 20 Orchard St.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 54. A. J. Gould, 17 No. Pleasant St.  
 Journeymen Barbers International Union: Union No. 339. Jas. Dooley, 41 Cohannet St.  
 Laundry Workers Union No. 128. H. A. Murray, 59 Grant St.  
 Longshoremen, Marine, and Transport Workers Association: Union No. 365. Chas. Dunham, 46 Railroad Av.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Polishers, Buffers, and Platers Union No. 154. J. E. Coughlin, 28 Fruit St.  
 Retail Clerks International Protective Association: Union No. 516. T. B. Gaffney, 18 Central Sq.  
 Stablemen's Protective Union No. 10358. John H. Riley, 19 Franklin St.  
 Stove Mounters and Steel Range Workers Union No. 40. Jas. Wood, 4 Bradford Pl.  
 Team Drivers International Union of America: Union No. 344. Chas. A. Lynds, 3 Tremont St.  
 The Granite Cutters National Union of the United States of America: Taunton Branch. Robt. Ryan, 84 Purchase St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 301. T. H. McCall, 22 Van Buren St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 1035. Silas L. Berry, 224 Broadway.  
 Central Labor Union. Daniel J. Kervick, 31 Kilton St.  
 District Organizer for A. F. of L. (Taunton and Vicinity). Chas. W. Goulding, 173 Cohannet St.

## TOWNSEND.

Coopers International Union of North America: Union No. 96. Wm. T. O'Brien.

## WAKEFIELD.

Boot and Shoe Workers Union: Mixed Union No. 261. Mrs. Annie M. Clark, 216 Railroad St.  
 Iron Molders Union of North America: Union No. 70. A. E. Lord, 7 Frank St. Geo. F. Hawright, 11 Foundry St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 862. Augustus Surette, 191 West St., Reading. W. Melanson, 9 John St., Reading.

## WALTHAM.

Bricklayers and Masons International Union of America: Bricklayers and Plasterers Union No. 15. Philip McDonough, 12 Calvary St.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 116. Michael Hynes, 43 Cedar St.  
 Building Laborers National Protective Union of America: Union No. 8. Thos. F. McKeown, 110 Bacon St.  
 Cigar Makers International Union of America: Union No. 151. D. J. Horan, 35 Moody St.  
 Coal Teamsters and Handlers Union No. 328. Patrick Abban, 25 Waverly Av., Watertown.  
 Cotton Mule Spinners Union. Thos. Clarke, 85 Felton St.  
 International Association of Machinists: Norumbega Lodge No. 465. Wm. H. Mackenzie, Lock Box 32.  
 International Brotherhood of Stationary Firemen: Union No. 94 (Waltham and Vicinity). John McAvoy, 17 Plympton St. John J. Lawless, Parkers Lane.  
 International Typographical Union of North America: Union No. 239 (Waltham and Vicinity). A. L. Moody, 376 Newton St.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 67.  
 Iron Molders Union of North America: Union No. 102. John Hickey, 248 River St.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 202. Frank Schultz, 56 Central St. P. J. McMahon, Main St.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Polishers Union No. 50. C. A. Loynd, 73 Cypress St., Watertown.  
 Team Drivers International Union of America: Union No. 178. J. E. Mullen, 33 Gorman St.  
 United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada: Union No. 128. Wm. Clark, Watertown.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 540. Arthur J. Legar, Lowell Grove. O. C. Dodge, 4 Grove St.  
 Union No. 1227. A. B. Smith, 545 Main St.  
 Wood, Wire, and Metal Lathers International Union: Union No. 142. T. F. Casey, 70 Hammond St. Edward F. White, 26 Exchange St.

Central Labor Union. Patrick Lally, 60 Calvary St.  
 Massachusetts State Conference of Bricklayers, Masons, and Plasterers. Patrick Lally, 60 Calvary St.

## WARE.

Hotel and Restaurant Employees International Alliance and Bartenders International League of America: Bartenders Union No. 123. John J. Fitzgerald, 11 Grove St.

## WATERTOWN.

Iron Molders Union of North America: Union No. 179 (Stove Plate Molders). Francis P. Madden, 4 Pat-  
ten Pl.  
Team Drivers International Union of America: Union No. 323 (Waltham, Watertown, and Newton). P.  
A. Abben, 46 Forest St.  
United Brotherhood of Carpenters and Joiners of America: Union No. 1102. Gus Lindstroem, 31 Spring  
St. R. C. Ross, Bus. Agt., 84 Bowers St., Newtonville.

## WEBSTER.

Boot and Shoe Workers Union: Mixed Union No. 278, A. F. of L. Jas. F. Tague.  
Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 395, A. F. of L. Chas.  
Wayman, 58 High St.  
Journeyman Barbers International Union of America: Union No. 358. N. Massicotte, Joslin House.  
United Brotherhood of Carpenters and Joiners of America: Union No. 823, A. F. of L. Geo. H. Wilson,  
19 Crosby St.

## WESTBOROUGH.

Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North  
America: Union No. 147. Jas. J. Keegan, 88 South St.

## WESTFIELD.

Amalgamated Association of Street Railway Employees of America: Division No. 149. F. A. Bailey, 5  
Union Av.  
American Federation of Musicians: Union No. 91. H. B. Rogers, 51 Jefferson St.  
Bricklayers and Masons International Union of America: Union No. 24 (Bricklayers and Masons). E. J.  
Sheehan, 17 Belmont St.  
Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 290. Wm. F. Deyo, 33  
Taylor Av.  
Brotherhood of Railroad Trainmen: Woronco Lodge No. 335. C. E. Adams, 5 Clark St.  
Building Laborers International Protective Union: Union No. 22 (Masons' Tenders). T. C. Burke, 21  
Smith Av.  
Cigar Makers International Union of America: Union No. 28. L. A. Bollo, Lock Box 519.  
Coal Handlers Union No. 8255, A. F. of L. Patrick Coffey, 12 Sibley Av.  
Core Makers International Union of America: Union No. 57. Frank Donnelly, 15 Grant St.  
Hotel and Restaurant Employees International Alliance and Bartenders International League of America:  
Bartenders Union No. 82. Harry King, 9 Maple St.  
International Association of Allied Metal Mechanics: Union No. 81 (Bicycle Workers). E. A. Kitteredge,  
11 Broad St.  
International Association of Machinists: Lodge No. 227. Louis M. Putoz, 9 Cleveland Av.  
International Brotherhood of Paper Makers: Valley Lodge No. 74. Wm. Mossman, 7 Crane Av.  
International Union of Journeymen Horseshoers of the United States and Canada: Union No. 131. Richard  
Jeffers, 50 No. Elm St.  
Iron Molders Union of North America: Union No. 98. Chas. J. Williams, 50 Mechanic St.  
Journeyman Barbers International Union: Union No. 83. J. Teahan, 48 Union St.  
Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North  
America: Metal Polishers, Buffers, and Platers Union No. 80. H. D. Bowers, 17 Cleveland Av.  
Piano and Organ Workers International Union of America: Union No. 20. Theodore Dangelmayr, 13  
King Pl.  
Retail Clerks International Protective Association: Union No. 176. Nelson W. Spellman, 48 Washington St.  
Stationary Engineers Union No. 61. W. M. Britton, 9 Little's Ct.  
United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the  
United States and Canada: Union No. 318. C. E. Pierce, c/o D. L. Hood. B. R. Andrews, 21  
South St.  
United Brotherhood of Carpenters and Joiners of America: Union No. 222. Robt. E. Dean, 16 So. Maple St.  
United Metal Workers International Union of America: Union No. 55. John H. Lee, 3 Dennis St.

Central Labor Union. T. J. Flood, 36 Orange St.  
District Organizer of A. F. of L. L. A. Bollo, Lock Box 519.

## WESTFORD.

The Granite Cutters National Union of the United States of America: Westford Branch. Jas. O'Brien,  
Graniteville.

## WEST SPRINGFIELD.

Brotherhood of Railroad Trainmen: Pioneer Lodge No. 238. C. C. Mosher, 42 School St., Merrick.  
International Brotherhood of Paper Makers of America: Agawam Lodge No. 14. W. J. Carney, Box O,  
Mittineague.  
Railway Firemen's Union No. 563. E. T. Fowler, Main and Worcester Sts.

## WEYMOUTH.

Boot and Shoe Workers Union: Mixed Union No. 53 (East Weymouth). Nicola Cichesa, E. Weymouth.  
Brotherhood of Boiler Makers and Iron Ship Builders of America: Fore River Lodge No. 214. H. Senior,  
Box 280.  
United Brotherhood of Carpenters and Joiners of America: Union No. 548. G. B. Loring, E. Bralutree.

## WHITMAN.

Amalgamated Wood Workers International Union of America: Union No. 195. E. C. Taft. Wm. Ingalls,  
Rockland.  
Boot and Shoe Workers Union:  
Lasters Union No. 69. Chas. E. Lowell, Box 834.  
Mixed Union No. 31. Oscar H. Johnson, Box 125, E. Whitman.  
Triers Union No. 105. Geo. W. Gould, Rockland.  
United Brotherhood of Carpenters and Joiners of America: Union No. 1018. E. A. Vaughan.

## WILLIAMSBURG.

Iron Molders Union of North America: Union No. 67 (Haydenville). J. R. Mansfield, Box 73.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union of North America: Brass Workers Union No. 65. F. Dunleavy.

## WILLIAMSTOWN.

United Brotherhood of Carpenters and Joiners of America: Union No. 979. Arthur Brooks.

## WINCHESTER.

United Brotherhood of Carpenters and Joiners of America: Union No. 991. H. Taylor, 48 Cutting St. David Mallett, 17 Thompson St.

## WINTHROP.

United Brotherhood of Carpenters and Joiners of America: Union No. 821. John G. Cogill, 8 Read St., Sec. and Bus. Agt.

## WOBURN.

Amalgamated Association of Leather Workers: Union No. 30. J. J. O'Connor, Buckman St.  
 Bricklayers and Masons International Union of America: Union No. 45 (Brick Masons and Plasterers). W. B. Robbins, 11 New Boston St.  
 Hotel and Restaurant Employés International Alliance and Bartenders International League of America: Bartenders Union No. 83. John Ryan, Walnut St.  
 National Association of Stationary Firemen: Union No. 95. Geo. Millard, Mt. Pleasant St.  
 National Association of Steam Engineers: Union No. 27. Hugh O'Doherty, 84 Main St.  
 New England Buffers Protective Union. Martin Connolly, Chestnut St.  
 Team Drivers International Union of America: Union No. 147. Arthur Letany, Auburn St.  
 United Brotherhood of Carpenters and Joiners of America: Union No. 885. H. B. Richardson, 56 Montvale St.

## WORCESTER.

Allied Metal Mechanics Union No. 132.  
 Amalgamated Association of Street Railway Employés of America: Division No. 22. Arthur H. Hall, 39 Lincoln St.  
 Amalgamated Sheet Metal Workers International Association: Union No. 184. J. Clayton Smith, 50 Paine St.  
 American Federation of Musicians: Protective Union No. 143. E. P. Crosby, 2 Illinois St.  
 Boot and Shoe Workers Union: Lasters Union No. 162. Owen Manning, 168 Front St.  
 Bootblacks Union No. 10115, A. F. of L.  
 Bricklayers and Masons International Union of America: Union No. 6 (Bricklayers and Plasterers). Richard J. Bourke, 509 Main St.  
 Union No. 29 (Stone Masons). Jas. B. Ford, 391 Shrewsbury St.  
 Brotherhood of Locomotive Engineers: Division No. 64 (N. Y., N. H. & H. R. R.). T. B. Wardwell, 11¼ Hammond St.  
 Brotherhood of Locomotive Firemen: Bay State Lodge No. 73. Geo. P. Newton, 1 Dixon Av.  
 Brotherhood of Painters, Decorators, and Paper Hangers of America: Union No. 48. J. F. Melaven, 80 Vernon St.  
 Union No. 331 (Paper Hangers). Fred S. Gray, 208 Austin St.  
 Union No. 245 (Scandinavian). C. H. Nyberg, 7 Hooper St.  
 Brotherhood of Railroad Trainmen: Bay State Lodge No. 88. Henry P. Howe, 28 Shelby St.  
 Worcester Lodge No. 553. J. J. Butler, 53 Penn Av.  
 Building Laborers International Protective Union of America: Union No. 136. Martin Walsh, 20 Blanche St.  
 Cigar Makers International Union of America: Union No. 92. Geo. Aphott, 25 Mechanic St.  
 Coopers International Union of North America: Union No. 118. Geo. Reheuser, 223 Millbury St.  
 Core Makers International Union of America: Union No. 15. Jas. Plunkett.  
 Hotel and Restaurant Employés International Alliance and Bartenders International League of America: Bartenders Union No. 95. P. J. Flynn, 6 King St. M. A. Twomey, 7 Hillside St.  
 International Association of Machinists: Lodge No. 339. W. F. Cool, 11 Perry Av. Geo. Hayward, 81 Canterbury St.  
 International Brotherhood of Electrical Workers: Mixed Union No. 96. W. F. Heath, 419 Main St. W. D. Kendall, 419 Main St.  
 International Brotherhood of Stationary Firemen: Union No. 88. Martin J. Walsh, 20 Blanche St. Thos. J. Tivnan, 10 Dell Av.  
 International Printing Pressmen's Union: Union No. 72. C. F. Willmot, 57 Harrison St.  
 International Typographical Union of North America: Union No. 165. J. J. O'Connor, 126 Front St. Chas. E. Eyre, Box 176.  
 International Union of Carriage and Wagon Workers of North America: Union No. 22. L. E. Murphy, 147 Institute Road.  
 International Union of Journeymen Horseshoers of the United States and Canada: Union No. 81. J. H. McGrath, 40 Melvern Road.  
 Iron Molders Union of North America: Union No. 5. John S. Gale, Box 743.  
 Journeymen Bakers and Confectioners International Union of America: Union No. 72. Eugene Stone, 32 Pearl St.  
 Journeymen Barbers International Union: Union No. 136. Michael Bachaud, 10 Mason St.  
 Journeymen Stone Cutters Association of North America: Union No. —. M. J. Scullin, Box 96, Station A.  
 Machine Blacksmiths Union No. 219. John D. Morrissey, 7 Blossom St.  
 Mattress Makers Union No. 8597, A. F. of L. John A. Mulvey, 98 Mechanic St.  
 Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers International Union: Polishers Union No. 151. M. H. Dillon, 37 Fox St.  
 National Association of Letter Carriers: Branch No. 12. J. E. Hanley, 5 Lawrence St.  
 National Association of Steam and Hot Water Fitters: Union No. 25 (Steam Fitters). Jas. Byrnes, 96 Mechanic St.  
 Branch No. 35 (Helpers). M. F. Garrett, 17 Orchard St.  
 National Union of the United Brewery Workmen of the United States: Union No. 136. John P. Ryan, 7 Endicott St.  
 Bottlers and Drivers Union No. 180. Dennis J. Doyle, Columbia Hotel.  
 Order of Railroad Conductors: Division No. 237. D. W. Parkhurst, Greenfield.  
 Pattern Makers League of North America: Pattern Makers Association of Worcester and Vicinity. A. H. Hall, 34 Belmont St.

## WORCESTER — Concluded.

Piano and Organ Workers International Union of America: Union No. 28. John H. Scollay, Hotel Vernon.  
 Retail Clerks International Protective Association:

Union No. 108 (Dry Goods and Clothing). Bertram J. Medling, 418 Main St.

Union No. 136 (Grocery and Provision). J. H. Folsey, 20 Sigel St.

Roofers Union No. 3604. John J. Powers, 217 Grove St.

Shirt Waist and Laundry Workers International Union: Union No. 4. L. J. Powers, 10 Barton Pl.

Stationary Engineers: Association No. 4. John McRae, Bowlers Brewery.

Team Drivers International Union of America:

Union No. 198. W. G. Baker, 5 Dorrance St. Henry J. Langevin, 110 Gold St.

Union No. 267 (Ice-men's). Sherman Clark, 7 Goddard St.

Union No. 422. John J. Sexton, 155 Mechanic St.

The Granite Cutters National Union of the United States of America: Worcester Branch. Wm. J. Albert,  
 1 Brackett Ct.

United Association Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the  
 United States and Canada: Union No. 4. Thos. W. Thompson, 46 Arlington St.

United Brotherhood of Carpenters and Joiners of America:

Union No. 23. Alfred Anderson, 88 Jacques Av.

Union No. 408 (French). Wilfrid Ratté, 19 Douglas St.

Union No. 720 (Swedish). Fred Peterson, 11 Elizabeth St.

Union No. 877 (Mill). Jas. R. Schofield.

Wm. A. Rossley, Bus. Agt., 5 City View  
 Av.

United National Post Office Clerks Association. Theodore F. Crosby, 64 Portland St.

Wood, Wire, and Metal Lathers Union: Union No. 79. Fred Coston, c/o Norcross Brothers.

Central Labor Union. John J. Croake, 45 Canterbury St.

Building Trades Council (Worcester and Vicinity). Thos. W. White, 145 Central St.

Carpenters District Council. Peter B. Keefe, 132 Shrewsbury St.

Painters District Council. W. E. Green, North and South Aves. Olof Bokelund, Bus. Agt., 4 Earle Pl.

State Organizer of Hotel and Restaurant Employés International Alliance and Bartenders International  
 League of America. D. J. Foley, 42 Penn Av.

















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